

**UNIVERSITY FOR DEVELOPMENT STUDIES**



**A COMPARATIVE STUDY OF THE PRODUCTIVITY OF THE PHYSICALLY  
CHALLENGED AND THE NON- PHYSICALLY CHALLENGED IN THE  
ARTS AND CRAFT INDUSTRY IN THE BOLGATANGA MUNICIPALITY**

**MONICA AYAMPOKA ABUSAMBIRE**



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BY

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PHILOSOPHY DEGREE IN DEVELOPMENT MANAGEMENT

JANUARY, 2017



**DECLARATION**

I hereby declare that this thesis is the result of my own original work and that no part of it has been presented for the award of another degree in this university or elsewhere.

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**SUPERVISOR**

I hereby certify that the preparation and presentation of this thesis was supervised in accordance with the guidelines on supervision of thesis laid down by the University for Development Studies, Tamale.

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## ABSTRACT

Discrimination against persons with disabilities (PWDs) in the realm of employment has been a real problem especially in developing countries such as Ghana. It is to avert this that, over the years the campaign for productivity and inclusion for all persons has been launched in the global sphere. These interventions notwithstanding, PWDs are often perceived as less productive compared with persons without disability. This perception has existed for decades with little theoretical and empirical data to support, confirm or reject this notion. It is in view of this that this study examined the extent to which the productivity of the physically challenged differs from the non-physically challenged in the Arts and Craft industry in the Bolgatanga Municipality, and the factors that explain these differences in productivity. To measure the productivity differentials, the study examined the quantity of crafts produced, analyzed the quality of crafts produced, examined how the efficiency of production of the physically challenged differ from the non-physically challenged, and explored the factors that affect the productivity of the physically challenged compared to the non-physically challenged. The study made use of a mixed methods design, specifically adopting the concurrent triangulation strategy. Key informant interviews and questionnaires were administered. The quantitative and qualitative data were analyzed using SPSS and thematic content analysis respectively. The findings of the study showed that the physically challenged produced more and sold more products per week than their non-physically challenged counterparts. The crafts of the physically challenged were of better quality compared with the crafts of the non-physically challenged. On the basis of these findings, the physically challenged were more productive as compared to the non-physically challenged in the Arts and Craft industry in the Bolgatanga Municipality. Poor prices for crafts affected productivity. The study recommends the unionization of craft workers.



## LIST OF ABBREVIATIONS AND ACRONYMS

ACS	American Community Survey
BMA	Bolgatanga Municipal Assembly
GDP	Gross Domestic Product
GHDs	Ghana Human Development Scale
GNP	Gross National Product
GSS	Ghana Statistical Service
ICF	International Classification of Functioning, Disability and Health
ILO	International Labour Organization
IMF	International Monetary Fund
MDGs	Millennium Development Goals
NAD	Norwegian Association of the Disabled
NGOs	Non-Governmental Organizations
PWDs	Persons with Disabilities
UN	United Nations
UNDP	United Nations Development Program
UNESCO	United Nations Educational Scientific and Cultural Organization
USAID	United State Agency for International Development
WB	World Bank
WHO	World Health Organization
SDG	Sustainable Development Goals
SPSS	Scientific Package for Social Science



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## **DEDICATION**

This work is in memory of my late parents, Abusambire Akurugu and Atigposko Asibi Abusambire. May their souls rest in peace.

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## CHAPTER ONE

### INTRODUCTION

#### 1.1 Background of the Study

Productivity is a matter of concern to government bodies, trade unions, individuals and other social institutions (Wen,1993). According to Wen (1993), productivity remains the basic ingredient for economic progress, as it is required at both the early stages of development as well as in the permanent process of re-equipping the production apparatus of any nation. Theoretical and empirical data on the global trend of productivity indicate a significant growth in most countries in the world (World Bank, 2011). In spite of the increase in productivity, many less developed countries are striving to increase and sustain productivity (World Bank, 2011).

Though the participation of all persons in achieving productivity is important, certain category of the World's population, especially persons with disabilities (PWDs) are economically excluded (World Bank, 2000; Wright, 2004). The PWDs exclusion from the main-stream economy is predominantly achieved by exclusion from employment and through inadequate levels of other forms of financial help, such as State benefits (Ghana Human Development Report, 2007). The World Bank (2004) indicates that in both developed and developing countries, working age persons with disabilities experience significantly lower employment rates and much higher unemployment rates than persons without disabilities. According to the most recent federal statistics, only 1 in 5 people with a disability is employed in the world (World Bank, 2011). In developing countries, about 80-90% of people with disabilities of working age are unemployed (Kregel;Dean; Wehman, 2009).





According to Oliver (1996), PWDs lack of access to education and training may be responsible for their exclusion from the labour market – but it could also be the nature of the workplace, society and employers’ negative perceptions of disability and disabled people.

The economic exclusion of PWDs due to perceptions and other factors has been a great cost to societies particularly in terms of the lost of contributions that disabled persons could make to their communities and to society at all levels(ILO,2010). There are high economic costs of not utilizing the productive potential that disabled people represent (Hans &Patri, 2003). A recent International Labour Organization (ILO) study of ten developing countries in Asia and Africa found that economic losses related to disability are large and measurable – amounting to some three to five percent of Gross Domestic Product (GDP) (Backup, 2009; ILO, 2009). The World Bank (2009) indicates that the annual loss in global gross national Product (GNP) due to the large number of unemployed disabled persons is estimated to be between 1.37 and 1.95 billion U.S dollars. The United Nations (UN) estimates that 80% of disabled persons in developing countries live below the poverty line and they comprise about 20% of the world’s poor (Backup, 2009). The Family Resource Survey (2000-2001) which takes into account state benefits as well as earned income, shows that in terms of income distribution, approximately 25% of households with a disabled adult were in the lowest quintile and this figure gradually falls to about fourteen percent in the highest quintile. The report indicates that for households without a disabled adult the position was the reverse, rising from around fourteen percent in the lowest quintile to nearly thirty percent in the highest. The report concludes that this is probably the clearest indicator of the inequalities that arise due to the exclusion of disabled people from the economy. Again, owing to the inability of most disabled persons to find jobs largely



because they are perceived to be less productive, many remain dependent on families, philanthropists and friends and in some settings the State (Marriott & Gooding, 2007).

It is to avert this that over the years the campaign for productivity and inclusion of all persons including PWDs has been widely launched in the global sphere with the United Nations (UN) leading the commitment in promoting economic inclusion through poverty eradication and extreme hunger as highlighted in the Millennium Development Goals (MGDs), 2000. This call has been reiterated in the current Sustainable Development Goals: Promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all (SDG;2015; UN, 1993; Yeo & Moore,2003).

In Ghana, the enactment of the Persons with disability Act, 2006 (Act715), the allocation of about 3% of the District Assembly Common Fund for persons with disability; the establishment of special schools and rehabilitation centres for PWDs across the country are among efforts geared towards helping PWDs to be able to unearth and develop their full potentials and contribute their quota to the development of the Nation just as their “abled” counterparts (Ghana Human Development Report, 2007; Percy,2000).The Ghana 2010 Population and Housing Census data shows that there are about 737,743 persons with disability, representing 3.0 percent of the total population (Ghana Statistical Service, 2012). The data also shows that there are more females (52.5%) than male (47.5%) with same form of disability.

In Africa, particularly in Ghana tribal and religious beliefs strongly influence the way disabled people are viewed (Opoku, 1978). For instance, in some communities in Ghana,a disabled child in a family is sometimes thought of as a punishment from the gods for the sins of the ancestors (Nukunya, 2003). Karlberg (2003) further indicates that in some



instances infanticide was resorted to or the child was ostracized. The disabled who 'escaped' these inhuman practices were kept invisible by their families to be hidden from the outside gaze, because they were ashamed of their disability (Hans & Patri, 2003). According to Oliver (1996) many disabled people themselves complete the perception of disability as a 'tragic' problem, internal to the affected individual, and naturally exclude them from productive activities.

In spite of this perception that disability naturally excludes persons with disabilities from maximum participation in society, in developing countries, particularly in Africa, the disabled are most often found in the informal economy since support services and work opportunities for disabled persons in the formal economy are not available (ILO, 2009). Ghana's informal sector comprises predominantly of indigenous micro, small and medium enterprises (MSMEs) (GSS, 2012). The potential of the informal sector in national development is well acknowledged most especially the craft industry (Perry- Smith, 2002). Schortman & Urban (2004) agree that craft production is a part of the informal economy in many cities, such as Istanbul, Turkey where the informal craft economy is a vital source of income for the Turkish craftspeople.

In Africa where cottage industry and creative arts which are part of the informal economy are a major off-farm productive activity and income earning source for most people, there has been an increasing number of persons with disability who are mostly into activities in the Arts and craft industry (Rosen & William, 2012). The craft industry represents a sizable chunk of the growing small business community within developed and developing worlds (World Bank, 2011). Out of about 25.3 million non-primary private enterprises in the developed world, 99.8% are craft and small and medium-sized enterprises (Craft and



Hobby Association,2009). Craft- trades play a significant role as it employs more than 66% of the workforce in the developed world that is around 98 million people (Dale, 2014).

The African craft industry is also considered to be one of the well-managed and organized sectors employing a major chunk of the population in various establishments (Rosen, William 2012). The Arts and craft industry of Africa is contributing significantly to the continent's National economic growth (World Bank, 2011). It also assists in uplifting the socio-economic status of the impoverished communities such as the squatter dwellers, urban poor, small farmer and persons with disabilities who are striving very hard to be self reliant despite the bitter realities of their daily lives ( Rosen, William 2012).

In Ghana, indigenous crafts appear prominently in contemporary Ghanaian life (GSS, 2012). The Ghana Statistical Service (2012) report highlights that Craft- trades employ various categories of people including the physically challenged. In view of this, my study highlights the productivity of the physically challenged engaged in the Arts and craft industry.

## **1.2 Problem Statement**

Myths, misconceptions, superstitious beliefs, and perceptions concerning certain types of disability exist in the world, particularly in African(Lamb &Layzell, 1994). Some perceptions on disability equate disability to inability (Burchardt, 2005). The general expectation for persons with disabilities has been that they usually would not be employed (Burchardt, 2005). For example, in the United States, prior to the passage of the Rehabilitation Act of 1973, employment policies rarely aimed to place people with disabilities in competitive employment positions (Blanck, 2001). Again, in an effort to investigate unemployment disparities, a recent study in some countries in the world



surveyed Human Resources and project managers about their perceptions of hiring persons with disabilities (Chan, 2008). The results indicated that these professionals held negative perceptions related to the productivity of persons with disabilities (Chan, 2008). Employers only rate the performance of individuals with disabilities favorably in relation to dependability, reliability, ability to get along with coworkers, loyalty to the company, and respect for authority (Kregel, 1999). Most of these negative perceptions and attitudes towards the disabled may just be mere misconceptions or superstitions that stem from a lack of proper understanding of the relationship between disabilities and productivity (Hans &Patri, 2003).

This is because, contrary to these superstitions, across the world, people with disabilities are entrepreneurs and self-employed workers, farmers and factory workers, doctors and teachers, shop assistants and bus drivers, artists, and computer technicians (Blanck, 2001;Albrecht&Devlieger, 1999). Blanck (2001) argues that this is an indication that almost all jobs can be performed by someone with a disability. Therefore, given the right environment; most people with disabilities can be productive.

Though a considerable number of the physically challenged in Africa are engaged in productive work particularly in the Arts and craft industry, especially in Bolgatanga in the case of Ghana, they are often being perceived as less productive compared with their “abled” counterparts by a section of society (GSS, 2013; Ghana Human Development Report, 2007). This perception that PWDs are less productive is even found among some Persons with disability and disability policies.

Over the years, significant research has been carried out on issues of disability. Hans&Patri (2003) revealed that throughout the world, disabled women face triple discrimination because of their disabilities, gender and economic status. Disabled women



are seen as inferior, and this result in their isolation and marginalization (Hans and Patri, 2003; Wendell, 1996). Hans and Patri, (2003) indicate that disabled women then become the poorest of the poor. Lamb and Layzell (1994) have established that disabled peoples sexual and emotional needs are rarely included in any discussion or represented in everyday life. This reinforces the public's attitudes and expectations towards disabled people as seeing them as 'sick and sexless' rather than participating in full sexual and family relationships (Lamb &Layzell, 1994). Vlachou- Balafouti (2002) also comments that disabled children are often treated as 'cases' or are subjects to an intense 'professional gaze'. Disabled people can be thought of as bad omens and be rejected or abandoned. Disabled persons are generally perceived to be less productive or unproductive than persons without disabilities (Wendell, 1996). Vlachou (1997) found that young non-disabled people tended to view their disabled peers as inferior, dependent and less competent, and that being with disabled peers can also tarnish a young non-disabled person's image. Also, Burchardt (2005) asserts that disabled people are more likely to be poorly paid and attain lower status than their non-disabled counterparts when in work.

However, to the best of my knowledge, evidence of theoretical and empirical data comparing the productivity of the physically challenged and the non-physically challenged is limited. According to the World Bank (2011) research linking disability to economics are mostly undertaken in developed countries, and that there are few reliable figures for Africa. In view of the vacuum created, there is the need to conduct a study to fill the knowledge gap. This therefore necessitated the study aimed at examining the extent to which the productivity of the physically challenged differs from the non- physically challenged in the Arts and Craft industry in the Bolgatanga Municipality and the factors that explain this difference in productivity.



### **1.3 Research Questions**

#### **1.3.1 Main Research Question**

How does the productivity of the physically challenged differ from that of the non-physically challenged in the Arts and craft industry and what factors explain this difference in productivity?

#### **1.3.2 Specific Research Questions**

1. What is the output of the physically challenged in relation to the non-physically challenged in the Arts and craft industry in Bolgatanga?
2. What is the quality of crafts produced by the physically challenged as compared to those produced by the non-physically challenged in the Arts and craft industry in Bolgatanga?
3. How does the efficiency of production of the physically challenged differ from the non-physically challenged in the Arts and craft industry in Bolgatanga?
4. What factors affect the productivity of the physically challenged compared to the non-physically challenged in the Arts and craft industry in Bolgatanga?

### **1.4 Research Objectives**

#### **1.4.1 Main Objective**

To examine how the productivity of the physically challenged differ from that of the non-physically challenged in the Arts and craft industry in Bolgatanga and the factors that explain this difference in productivity.



#### **1.4.2 Specific Objectives**

1. To examine the output of the physically challenged in relation to the non-physically challenged in the Arts and craft industry in Bolgatanga.
2. To examine the quality of crafts produced by the physically challenged as compared to those produced by the non-physically challenged in the Arts and craft industry in Bolgatanga.
3. To analyse how the efficiency of production of the physically challenged differ from the non-physically challenged in the Arts and craft industry in Bolgatanga.
4. To explore the factors affecting the productivity of the physically challenged as compared to the non-physically challenged in the Arts and craft industry in Bolgatanga.

#### **1.5 Significance of the Study**

The study focused on productivity of the physically challenged and non-physically challenged Arts and craft workers, and the factors that affect the productivity of the physically challenged compared to the non-physically challenged in the Arts and craft industry in Bolgatanga. These factors as identified could be used to influence policy initiatives in the region or elsewhere to promote the Arts and craft industry as a descent source of livelihood. Largely, the contribution of this study will influence the fields of economic development and entrepreneurship. It will also contribute to knowledge as well as influence development of policy in both academia and the world of economics. The outcome of the study is also expected to inform both the physically challenged and the non-physically challenged engaged in the Arts and craft industry on what could be done to boost their productivity. For instance, the need to up-grade their skills in the production of





modern designs of crafts. In this regard, the study is very useful to the Arts and craft industry.

Again, the study will be of immense benefit to the Ministry of Culture and Creative Arts, Ministry of Chieftaincy and Traditional Affairs, NGOs, International Agencies such as UNICEF, CARE, World Bank, IMF, UN, WHO, USAID and other civil society organizations in their policy formulation and implementation regarding factors that affect the productivity of persons with disability, particularly the physically challenged compared to the non-physically challenged in the Arts and craft industry in the Bolgatanga Municipality.

The findings of the study will serve as a basis for evidence-based policy making and planning by disability organizations and agencies such as the Ghana Society of the physically disabled, Disability Rehabilitation Centres, Department of Community Development and the Department of Social Welfare on their intervention programmes on PWDs and their productive life.

### **1.6 Scope of the Study**

Geographically, the study was conducted in the Bolgatanga Municipality of the Upper East Region. The choice of the Bolgatanga Municipality was because of the increasing number of persons living with disability in the area. The GSS (2012) revealed that, Persons living with disability in regional variations placed the Upper East Region Second to the Volta Region with 3.8% and 4.3% respectively. In addition, the number of PWDs engaged in craft work as a major off-farm productive activity and income earning source for most people in the Upper East Region has increased over the years (BMA, 2011).

The study is a comparative study which compared productivity between the physically challenged and non-physically challenged craft workers. Specifically, the study examined:



output of the physically challenged in relation to the non-physically challenged in the Arts and craft industry; the quality of crafts produced by the physically challenged as compared to those produced by the non-physically challenged in the Arts and craft industry; how the efficiency of production of the Physically Challenged differ from the non-physically challenged in the Arts and craft industry and the factors affecting productivity of the physically challenged as compared to the non-physically challenged in the Arts and craft industry. For the time span, the study considered the productivity of workers within a period of one year, from 2015 to 2016.

### **1.7 Organization of the Study**

This study is divided into five chapters. Chapter one comprises the general introduction of the study: background of the study, problem statement, research questions and objectives, significance of the study and scope of the study.

Chapter Two involves the review of relevant literature on some key concepts of the study topic. The chapter ends with a conceptual framework which was developed in line with the study objectives and the evidence that emerged from the literature reviewed.

Chapter Three contains the methodology of the study. It includes: relevant information on the study area, the research design, data and sources, the study population and sampling, methods of data collection, pre-testing of data collection instrument, ethical considerations, analysis of data and limitations of the study.

Chapter Four is a presentation of results and discussions of the findings of the study. It also discusses how the data was analyzed and presented.

Chapter Five covers, summary of the main findings, conclusions and recommendations of the study.



## CHAPTER TWO

### LITERATURE REVIEW

#### 2.1 Introduction

This part presents a review of existing conceptual, theoretical and empirical literature on the concept of productivity, indicators for the measurement of productivity, theories and models of productivity, the concept and nature of the arts and craft industry, factors influencing the output of craft production, factors influencing the quality of craft production and factors influencing the efficiency of craft production. It also covers types or forms of disabilities, theories and models of disability, perceptions and attitudes towards disability in Africa, disability and productivity, productivity differences between the abled and the physically challenged, and the factors that influence productivity of PWDs as compared to persons without disabilities in the Arts and craft industry.

#### 2.2 Productivity

##### 2.2.1 The Concept of Productivity

There are different definitions of productivity by different authorities. Productivity is seen as the quantitative relationship between output and input (Iyaniwura&Osoba, 1983, Antle&Capalbo, 1988;Mundel, 1983; Bediako, 2013). According to Freeman (2008), this definition enjoys general acceptability because of two related considerations. One, the definition suggests that productivity is thought of to be in the context of an enterprise, an industry or an economy as a whole. Two, regardless of the type of production, economic or political system, this definition of productivity remains the same as long as the basic concept is the relationship between the quantity and quality of goods and services produced and the quantity of resources used to produce them (Freeman, 2008). Examining this view



of productivity, one could conclude that it puts emphasis on output input relationship and quality, without giving priority to other socio-economic, cultural and environmental factors that could affect the productivity of a firm or individual. Productivity is also considered as an indication of how efficiently an organization uses its resources (inputs) to produce its output (Eatwell & Newman, 1991; Mundel, 2008, Scott, 1983). In other words, productivity measures how efficiently production inputs, such as labour and capital are being used in an economy to produce a given level of output (Krugman, 1990).

### **2.2.2 Indicators for the Measurement of Productivity**

The goal of productivity measurement is productivity improvement which involves a combination of increased effectiveness and a better use of available resources (efficiency) (Krugman, 1990; Mundel, 2008). There are different measures of productivity and the choice between them depends either on the purpose of the productivity measurement and or data availability (Mundel, 2008). Issues of per capita output, quality of products and efficiency of production are used as measures of productivity (Krugman, 1990; Bediako, 2013).

The quantitative relationship between input and output is seen as a measure of productivity (Iyaniwura & Osoba, 1983, Antle and Capalbo, 1988; Mundel, 1983). That is the quantity of goods or services produced in relation to the quantity of inputs used in the production process. Furthermore, value addition which results in the quality of goods and services produced is considered as an important measure of productivity (Freeman, 2008). The quality element considers the durability and safety of a product and how this determines the price of the product. How efficiently production inputs such as labour and capital are being used in an economy to produce a given level of output are also considered a measure of productivity (Krugman, 1990). The efficiency measure of productivity involves an



increased better use of available resources which leads to improved profit maximization of a firm or individual (Bediako, 2013).

Drawing from the analysis of definitions of productivity, a more comprehensive explanation of productivity that this study adapted emphasized on the interlinked elements of output, quality of crafts produced as well as the efficiency of production as the indicators for the measurement of productivity.

### **2.2.3 Theories of Productivity**

This section discusses the following theories of productivity: Frederick Taylor Scientific Management Theory, Marquis Productivity Theory, the Classical Theory of Human Resource Management, and Adams Smith Theory of Production. Taylor (1956) makes science out of work by dividing each job into smaller tasks that are easy to measure. That in order to motivate workers to produce more, workers are paid according to how much they produce (Taylor, 1956). From the analysis of this theory, one could conclude that the theory encourages improvement in work done as each worker would strive to produce more for more pay. This brings about improvement in productivity. However, the theory puts emphasis on quantity produced which could compromise issues of quality and efficiency of production which are equally important measures of productivity.

According to the Marquis Productivity theory, businesses typically reach their greatest output potential when productivity is maximized among employees (Marquis, 2008). Productivity stagnates for reasons frequently connected to motivational issues and communication problems (Marquis, 2008). When management takes no action to increase business productivity, it can foster a work environment that accepts average work output (Aaron Marquis, 2008). In this theory, employee needs: communication, business goal, and recognition play a key role in promoting productivity (Aaron Marquis, 2008).



The Classical Theory of Human Resource Management emphasizes the relation of hours worked to wages paid (Hawthorn, 1989). According to the theory, higher wages rates are expected to elicit greater work effort. From this perspective, money is the primary motivation for work effort. Accordingly, managers can direct and control economic productivity with appropriate monetary incentives (e.g. production bonuses). This theory focuses on number of hours worked to determine the amount of wages to be paid, it may not be a guarantee that the longer a worker stays on work the more he or she produces. This is because workers have their own set of group norms which discourage individuals from producing as much as they could irrespective of how long they stay on the work (Hawthorn, 1989).

In Adams Smith Theory of Production, Smith (1963) observed that many improvements in productivity result from the specialization of labour: a worker who is able to concentrate or specialize on one task will become more proficient at that single task due to: (i) improvements in dexterity or physical skill and (ii) the elimination of the fixed costs in going from one type of task to another. This great increase of the quantity of work which in consequence of the division of labour, the same number of people are capable of performing is owing to three different circumstances; first, to the increase of dexterity in every particular workman; secondly, to the saving of the time which is commonly lost in passing from one species of work to another; and lastly, to the invention of a great number of machines which facilitate and abridge labour, and enable one man to do the work of many (Smith, 1963).

Drawing from the theories discussed, it has been revealed that in order to motivate workers to produce more, workers should be paid according to how much they produce. Again, higher wages rates are expected to elicit greater work effort. From this perspective, money



is the primary motivation for work effort. Accordingly, managers can direct and control productivity with appropriate monetary incentives. It has also been observed that many improvements in productivity result from the specialization of labour: a worker who is able to concentrate or specialize on one task will become more proficient at that single task and hence improve upon his /she productivity.

### **2.3 The Concept and Nature of the Arts and Craft Industry**

Craft production is the process of manufacturing by hand with or without the aid of tools (Bayman, 1999). The term Craft production also refers to a manufacturing technique applied in the hobbies of Handicraft but was also the common method of manufacturing in the pre-industrialized world. For example, the production of pottery uses methods of craft production. Handicrafts business had begun as a hobby or some associational work (Bayman, 1999). Craft work or Artisanal products are those items produced by artisans, either completely by hand, or with the help of hand tools or even by mechanical means, as long as the direct manual contribution of the artisan remains the most substantial component of the finished product (ILO, 2010). Craft works have various uses in our daily life. Usually people use them to decorate rooms and for their utility value, like - the rug for decorating either drawing room floor or bed room floor, dolls for the little kids, wall mat hanged on the wall for presenting drawing room more beautifully.

The special nature of the finished craft products is derived from their distinctive features, which can be utilitarian, aesthetic, creative, culturally attached, decorative, functional, traditional, religiously and socially symbolic and significant (Bayman, 1999). More so, handicraft products are unique by their nature, design, materials used in making them and they also reflect the artistic interest and feelings. The working method, tools and skills for a particular craft differ due to different culture, tradition and custom (Bayman, 1999). A



study from the southeast Europe by Bayman(1999), indicate that the knowledge of producing the handicrafts are passed from generation to generation. There is no theoretical way to learn these skills; all have to be learned from practice. However, this is changing by the use of modern technology but that there are many regional institutions who try to hold that by demonstrating and making workshop for the young generation. Craft markets are highly dependent on social interactions, and verbal training which results in variations in the goods produced. They indicate that Crafts business started exploring worldwide around 1940s.

Craft production is a part of the informal economy in many cities, such as Istanbul, Turkey where the informal craft economy is a vital source of income for the Turkish crafts people (Schortman& Urban, 2004). Often, the craft economy consists of craft neighborhoods, by which a community is structured on the craft activity present in the area.

The craft industry is any productive, transformation, repair or service providing activity, worked at the main level or secondarily by a person having a specific know-how based on a vocational, manual or mechanized training (Schortman & Urban, 2004). The craft industry sector is composed of various occupations among these: wood work, leather and textile work, art and decoration, metal transformation, installation and repair (World Bank, 2003). The World Bank (2009) added that craft industry is structured according to the different branches and each branch comprises professions of the same type. The craft industry supports the industrial sector by providing to it the qualified manpower, the products and the first need services.

The craft industry represents a sizable chunk of the growing small business community within developed and developing worlds (World Bank, 2011). Out of about 25.3 million





non-primary private enterprises in the developed world, 99.8% are craft and small and medium-sized enterprises (World Bank, 2011). A growing number of inhabitants in the world earned their livelihood through handicrafts productions during the time of pre-industrial handmade production (World Bank, 2011). The craft industry has a significant number of persons with disability entrepreneurs. Craft- trades play a significant role as it employs more than 66% of the workforce in the developed world that is around 98 million people (Schortman& Urban, 2004).

In Africa cottage industry and creative arts are a major off-farm productive activity and income earning source for most people (Bayman, 1999). The African craft industry is also considered to be one of the well-managed and organized sectors employing a major chunk of the population in various establishments (Schortman & Urban, 2004). The craft industry of Africa is contributing significantly to the continent's National economic growth (World Bank, 2011). It also assists in uplifting the socio-economic status of the impoverished communities such as the squatter dwellers, urban poor, small farmer and persons with disabilities who are striving very hard to be self -reliant despite the bitter realities of their daily lives(Ghana Human Development Report, 2007).

This study adopts the definition of craft industry as a sector composed of various occupations among these: wood work, leather and textile work, art and decoration, metal transformation, installation and repair (World Bank, 2003). These kinds of products are often made by hand and also by the help of some easy small tools.

## **2.4 Factors Influencing Output of the Craft Industry.**

### **2.4.1 Availability of Markets**

It has been acknowledged that though handicrafts educational system has improved but to market the idea of the products, there are less skillful managers for expanding the market



share (Schortman& Urban, 2004). Furthermore, though the handicrafts are highly produced in less developed countries, they are more preferred in developed countries (Schortman& Urban, 2004). This implies that if a producer has not the capacity to export products to the developed world, his or her market may be limited and this will negatively affect the output produced. In addition, it has been acknowledged that because of quality product, good market reputation, product promotion, it is quite tough to find a market for new kind of craft products in industrialized countries as handicraft products are competing very intensively with goods from different corners of the world which is as a result of increased globalization (Bayman, 1999). Marketing seems to be a complex issue and it is too difficult to invest more money and time on marketing by the craft and design entrepreneurs. Meanwhile, according to Schortman& Urban (2004) reaching customers is really a vital issue to making the craft business successful. The limited advertisement and communication about crafts work to the potential individual customers results in low patronage which negatively affect output Produced.

#### **2.4.2 Availability of Raw Materials**

Handicrafts are the unique symbol of a particular community or culture through indigenous craftsmanship and material (Bayman, 1999). This suggests that handicrafts are made of different kinds of raw materials. Based on the availability of these raw materials in different places and the particular skills needed for making handicrafts by those raw materials, the quantity or output of craft work produced could be improved (Schortman& Urban, 2004).

#### **2.4.3 Income of Customer/ Price of Product**

There is a positive correlation between income of customers and likelihood of buying handicrafts in general. Thus, the income of people is an important influential factor



regarding the buying intention of handicrafts. High income people living in urban areas are more likely to buy handicrafts than low income people living in rural areas (Schortman& Urban, 2004).

The price of the handmade product on the other hand is also important for the customer (Schortman& Urban, 2004). Generally customers are reluctant to pay high price for handicraft (Schortman& Urban, 2004). So one could conclude that the lower the price of the product, the more likely that more people will buy which will call for an increase in output produced. Generally products today are cheaper to buy than in the past. This is largely due to the economies of scale. The more products that are produced the cheaper the price of a single product (Schortman& Urban, 2004).

#### **2.4.4 Taste of Customer**

Handicraft product market is highly dependent on buyers taste and preference (Bayman, 1999). In some cases if people like any particular handmade crafts very deeply they pay premium price for that product even if it exceeds the normal price of it (Bayman, 1999).

In most theories, consumer behavior is regarded as a function determined by socio-cultural factors and personal traits (Schortman& Urban, 2004). In terms of consumption of craft products, social science literature has been dominated by two views about customers for a long period. Based on the economic theory one view considers that by allocating scarce resources wisely customers make their buying decision to optimize the utility (Schortman& Urban, 2004). On the other hand, the other view believes that consumers are the passive, manipulated and exploited topic of market force, and they are forced to consume in the way that they do (Schortman& Urban, 2004). However, recently another view of customers emerges opposing the above two views. This new view explains that customers intentionally manipulate the symbolic product meaning. They consciously use these



meanings for creating a particular identity or lifestyle (Schortman& Urban, 2004). Though commoditization is increasing very rapidly, people buy different kinds of handicrafts simply because of having an emotion of being associated with a particular community, their custom, culture, values and so on (Bayman, 1999). Such kind of purchasing decision of handicrafts is highly influenced by their impulse buying behavior. In this decision making process the artistic value of handicrafts play the primary role in motivating customers toward any handicraft buying. There are other motivations to buy handicrafts like - utility value, customers status associated with the particular handicraft and the likeliness for owning luxury as well (Schortman& Urban, 2004). In a related study it has being noted that the changes in patterns of social behaviour must be considered by the designer when working on new products. Factors that would have been considered important in the design of products 50 years ago would not be seen as important today (Bayman, 1999).

#### **2.4.5 Appearance of Product**

Appearances of the handmade crafts influence people to buy. Thus features of the particular handicraft like gracefulness, style, appropriate color, innovative design are highly valued by the handicraft customers (Schortman& Urban, 2004).It can be assumed that a person may have a very favorable decision toward purchasing handmade items, if he or she believes that buying those expensive handicrafts helps them to enhance their prestige in their society. By doing this patronage for a particular craft may increase and subsequently lead to an increase in output produced (Schortman& Urban, 2004).

#### **2.4.6 The Use of Technology**

Finally, the use of technology also determines the maximal output that can be reached (Bediako, 2013).Most products nowadays are produced in large quantities using



manufacturing processes that are expensive to set up but which, once established, can produce products quickly and very cheaply (Bediako, 2013). The quantity and quality of inputs used could also positively affect output produced (Bediako, 2013).

## **2.5 Factors Influencing Quality of Craft Production**

It has been established that the use of modern technology in production processes promote the production of products that are of better quality (Mokyr, 2004).

The quality of inputs (raw materials) used in the production of the product also determine the quality of the products produced (Mokr, 2004). If the raw materials used are of good quality or standard, this promotes the quality of the craft produced (Bayman, 1999). In addition, it has been acknowledged that Customers' preference for quality products also influences the quality of craft production (Schortman& Urban, 2004). If customers choose to buy quality products always, producers will be motivated to produce quality products in other to improve upon their sales (Schortman& Urban, 2004).

### **2.6.0 Factors Influencing Efficiency of Production of the Craft Industry.**

The quality of inputs (labour, raw materials) used in the production process enhance efficiency (Mundel, 1983). The use of modern technology also ensures the efficiency of craft production. The elements of cost and profit are important factors that influence economic productivity (Bediako, 2013). That if individuals or firms are able to achieve the lowest possible costs for any given level of output, they would as well be able to maximizes profit, and as a result they would be more efficient (Bediako, 2013). In the context of this study, efficiency of production will be measured by output of crafts produced at a given input. Related research on efficiency reveals that owner-manager (people who manage their own business) help to improve efficiency as they tend to make



the best out of the workers (Bediako, 2013). He further indicates that job insecurity and conflicting objectives between employers and employees are forces that impede efficiency.

### **2.7.0The Concept of Disabilities**

There are many different ways of understanding and interpreting disability; national legislations reflect the way disability is defined (Handicap International, 2002). Disability is considered as any permanent restriction or lack of ability (resulting from an impairment) to perform an activity in the manner or within the range considered normal for a human being and which may be as a result of physical, intellectual or sensory impairment, medical conditions or mental illness (WHO,2009, Altman, 2000). Persons with disability as those who were unable to or were restricted in the performance of specific tasks/activities due to loss of function of some part of the body as a result of impairment or malformation(GSS,2012).Drawing from these two views on disability one could conclude that these authorities turn to see disability as lack of ability or inability to perform given tasks. However, in line with positions of other authors, I acknowledge that disability is not inability as indicated by Hans &Patri (2000).

In Ghana, a “person with disability” has been defined by section 59 of the persons with disability Act, 2006 (Act 715) to mean an “individual with a physical, mental or sensory impairment including a visual, hearing, or speech functional disability which gives rise to physical, cultural or social barriers that substantially limit one or more of the major life activities of that individual”(Republic of Ghana, 1992).One could then conclude that indeed, most of the limitations encountered by PWDs are not a result of the functional impairment due to the disability. Rather they flow from the socio-cultural beliefs or barriers in Ghanaian society that a person’s sin is responsible for his or her disability (Quinn, 1998).



Disability is conceptualized as being a multidimensional experience for the person involved (UN, 1995). There may be effects on organs or body parts and there may be effects on a person's participation in areas of life (Hirst, 1993). Disability is not confined to congenital condition but can be the result of accident, disease, and also the inevitable natural process of aging (Oliver, 1996). Some of the diseases or sickness that causes disability in developing countries are sometimes avoidable and can be treated medically if the means to do so is available (WHO, 2002). About 75% of all global blindness could be avoided by prevention or treatment (WHO, 2002). Some 10% of blindness worldwide is caused by treatable eye infections such as trachma and onchocerciasis (WHO, 2002). In theory, many disabling impairments are preventable. Improved diets, immunization and medical intervention can all help to prevent certain impairments from occurring. But in Africa, as elsewhere in the world, poverty and disease and the risk of injury are largely unavoidable (WHO, 2002). Disability is therefore a part of life (Hans and Patri, 2003).

Disabilities can affect people in different ways, even when one person has the same type of disability as another person (Quinn, 1998). Some disabilities may be hidden, known as invisible disability (Quinn, 1998). A factor that must be taken into account is the tendency of society to view people with disabilities as a single group (Oliver, 1996). Thus, people in wheelchairs have become the popular representation of persons with disabilities. This ignores the diversity of disability and the variety of needs experienced by people with different types of disability (Quinn, 1998). Persons with disabilities are not a homogeneous group: they have different types of impairments with various degrees of severity; they also have diverse combinations of education and skills (Hans & Patri, 2003). In furtherance to this view Linton (1998) states that disability is a comprehensive identity category that cuts across all others and draws its membership from several other identity groups.



It is critical to note that disability does not only affect the disabled individual but also the family and the immediate community (Hans &Patri, 2003). People who have had a disability since birth or early childhood have often been denied formal education or have lived in social isolation (Oliver, 1996). As a result, they may have poorly developed social skills and they may suffer from lack of self-esteem. According to the World Health Organization, one person in ten is living in poverty and per the World Bank estimates, one person in five are living in absolute poverty all affected by disabilities (WHO, 2005). Though the living conditions of poor people with and without disabilities are comparable; disabilities additionally restrict the opportunity to participate in social and economic life (Burchardt, 2005).

Over the years a significant disabilities related research has been under taken by various authorities. Researching on disability, environmental support and accessibility, findings shows that environmental inaccessibility to PWDs is both a cultural and social phenomenon (Hans &Patri, 2003). These barriers are referred to as social limitations in that the social context provides inadequate socio-economic support for PWDs, a segment of the population that is clearly in need (Barnes, 1991). Another study in South Asian countries has revealed that most PWDs are poor and are subject to oppressive discriminatory practices, myths and taboos fostered by the ignorance of the people over centuries (Hans &Patri, 2003). Women with disabilities suffer from malnutrition, lack of health care, education, training and employment (Hans &Patri, 2003). This is due to a narrow view or assumption that women who are disabled do not need to work since their families will care for them (Emmett, 2006).





## **2.8 Types / Forms of Disabilities**

Types of disabilities include various physical and mental impairments that can hamper or reduce a person's ability to carry out his or her day to day activities (Nazarov& Lee, 2012). These impairments can be termed as disability of the person to do his or her day to day activities as previously.

"Disability" can be broken down into a number of broad sub-categories, which include the following: Mental Retardation, Mobility and Physical Impairments, Spinal Cord Disability, Head Injuries - Brain Disability, Vision Disability, Hearing Disability, Cognitive or Learning Disabilities, Psychological Disorders, and Invisible Disabilities (Nazarov& Lee, 2012).

### **2.8.1 Mental Retardation**

In 1992, the American Association on Mental Retardation defined mental retardation in this way: Mental retardation refers to substantial limitations in present functioning. It is characterized by significant sub- average intellectual functioning, existing concurrently with related limitation in two or more of the following applicable adaptive skills areas: communication, self-care, home living, social skills, community use, self-direction, health and safety, functional academics, leisure, and work (Mont, 2007). Mental retardation manifests before age 18 (Mont, 2007). Hundreds of biological and clinical causes of mental retardation exist; however, for 75% of mental retardation cases a cause cannot be identified (Mont, 2007, Nazarov& Lee, 2012). The majority of people with mental retardation have mild retardation. These people generally develop sufficient academic, social, and communication skills to live and work independently. By the time they reach adulthood, many individuals are able to successfully blend in with the general public with minimal or no supports (Mont, 2007).



Individuals who have moderate mental retardation generally develop self-care skills but have more difficulty developing academic, social, and job-related skills. Many individuals do have jobs, typically in sheltered employment situations. They may live independently or in supervised group homes (Mont, 2007).

### **2.8.2 Spinal Cord Disability**

Spinal Cord Injury (SCI) can sometimes lead to lifelong disabilities (Nazarov & Lee, 2012). This kind of injury mostly occurs due to severe accidents. The injury can be either complete or incomplete. In an incomplete injury, the messages conveyed by the spinal cord are not completely lost (Nazarov & Lee, 2012). Whereas a complete injury results in a total dis-functioning of the sensory organs. In some cases spinal cord disability can be a birth defect (Nazarov & Lee, 2012; Altman, 2000).

### **2.8.3 Head Injuries - Brain Disability**

A disability in the brain occurs due to a brain injury (Nazarov & Lee, 2012). The magnitude of the brain injury can range from mild, moderate and severe. According to Nazarov & Lee, there are two types of brain injuries:

- Acquired Brain Injury (ABI)
- Traumatic Brain Injury (TBI)

ABI is not a hereditary type defect but is the degeneration that occurs after birth.

The causes of such cases of injury are many and are mainly because of external forces applied to the body parts. TBI results in emotional dysfunctioning and behavioral disturbance.



#### **2.8.4 Vision Disability**

Vision impairment refers to people who are blind or who have partial vision (Nazarov & Lee, 2012). There are hundreds of thousands of people that suffer from minor to various serious vision disability or impairments. These injuries can also result into some serious problems or diseases like blindness and ocular trauma. Some of the common vision impairment includes scratched cornea, scratches on the sclera, diabetes related eye conditions, dry eyes and corneal graft (Nazarov & Lee, 2012, Altman, 2000).

#### **2.8.5 Hearing Disability**

Hearing disabilities includes people that are completely or partially deaf (Nazarov & Lee, 2012). People who are partially deaf can often use hearing aids to assist their hearing. Deafness can be evident at birth or occur later in life from several biologic causes, for example Meningitis can damage the auditory nerve or the cochlea (Altman, 2000, Nazarov & Lee, 2012).

Deaf people use sign language as a means of communication. Hundreds of sign languages are in use around the world. In linguistic terms, sign languages are as rich and complex as any oral language, despite the common misconception that they are not "real languages". (Nazarov & Lee, 2012).

#### **2.8.6 Psychological Disorders and Invisible Disabilities**

Cognitive Disabilities are kind of impairment present in people who are suffering from dyslexia and various other learning difficulties and includes speech disorders (Nazarov & Lee, 2012).

Affective Disorders:



Disorders of mood or feeling states either short or long term.

According to Nazarov & Lee (2012) Mental Health Impairment is the term used to describe people who have experienced psychiatric problems or illness such as:

- Personality Disorders - Defined as deeply inadequate patterns of behavior and thought of sufficient severity to cause significant impairment to day-to-day activities.
- Schizophrenia: A mental disorder characterized by disturbances of thinking, mood, and behavior.

Invisible Disabilities are disabilities that are not immediately apparent to others (Nazarov & Lee, 2012). It is estimated that 10% of people in the U.S. have a medical condition considered a type of invisible disability (Nazarov & Lee, 2012).

### **2.8.7 Physical Disability (Mobility and Physical Impairments)**

Physical disabilities include conditions such as cerebral palsy, muscular dystrophy, spina bifida, rheumatoid arthritis, skeletal deformities, and amputation (Oliver, 1990; World Bank, 2004; Emmett, 2006). The common characteristic in physical disability is that some aspect of a person's physical functioning, usually either their mobility, dexterity, or stamina, is affected (Nazarov & Lee, 2012). Chronic health conditions that tend to restrict physical activity, such as heart disease, leukemia, and cystic fibrosis, can also be considered physically disabling (World Bank, 2004; WHO, 1980). This category of disability includes people with varying types of physical disabilities including:

- Upper limb(s) disability
- Lower limb(s) disability



- Manual dexterity
- Disability in co-ordination with different organs of the body.

In a different opinion, Barnes indicates that there are three main groups of physical impairment (Barnes, 1991).

- A congenital disability that occurs during pregnancy or at birth e.g. Down's Syndrome, Cerebral Palsy;

- An inherited condition which has been passed on by a parent to the child e.g. Haemophilia, muscular dystrophy;
- Impairments that are acquired during life e.g. accidents (road traffic accidents), Polio, meningitis, physical abuse (Jenkins & Rigg, 2003).

Disability in mobility can be either an in-born or acquired with age problem (Nazarov & Lee, 2012). It could also be the effect of a disease. People who have a broken bone also fall into this category of disability (Nazarov & Lee, 2012).

Physical disability can be described as long term disability usually lasting a life time and is seldom static so changing needs should be revised often (Oliver, 1996). Physical disability may happen to any person at any time. It can be temporary or permanent, fluctuating, stable or degenerative and may affect parts of the body or the whole of it (Oliver, 1996). People with physical disability are usually experts in their own needs, and will understand the impact of their disability (Nazarov & Lee, 2012).

Earlier surveys of individual Districts by the Ghana Human Development Scale (GHDS) in 1993 and the Norwegian Association of the Disabled (NAD) in 1998 and 1999 indicated that the three most common or prevalent types of physical disability in Ghana however are



related to those of visually impairment, hearing impairment and the physically disabled (crippled).

Hereditary, socio-cultural and environmental factors have also been cited to account for some forms of physical disability (Hans & Patri, 2003).

This study focused on the physically challenged. Two categories of the physically challenged covered in this study were the visually impaired and the crippled most of whom were registered members of the regional branch of the Ghana Society of the Disabled who are into crafts production.

### **2.9.0 Models and Theories of Disability**

This section presents a review of various models of disability. Models of disability are tools for defining impairment and are important because they play a significant role in determining the strategies that government and society devise to help meet the needs of people with disabilities (Shapiro, 1994). The various models of disability have defined the way in which society understand, perceive and respond to disability (Miles's, 1996). The medical, social, biopsychosocial, Human Rights, political, Charity models of disability as well some employment models for PWDs have been reviewed.

#### **2.9.1 The Medical Model of Disability**

The medical model has been the dominant model in the formulation of disability policy for more than a century (Blanch & Myhill). The medical model defines disability as an individual health problem, illness or impairment. The primary tenet of the medical model is that disability results from the physical or mental limitations of the individual and is largely unrelated to the physical and social environment in which people live. As a result, the medical model focuses almost solely on the individual's impairment when forming



disability policy and developing treatments and services for those living with a disability (Shapiro 1994). This model regards disability as a health or rehabilitation issue; therefore, the first step is to heal or find a cure for the disability. That is since the problem is placed on the individual the response is to look for a cure or rehabilitation so that the person can adapt to the society. The medical model is also known as the 'Individual model' because it promotes the notion that it is the individual PWDs who must adapt to the way in which society is constructed and organized (Oliver, 1996). If this is unsuccessful, the model aims to provide the care and services to support the individual with a disability (Myhill&Blanck, 2008). Because of the medical model's emphasis on care, people with disabilities may be excused from the normal obligations of society such as work, and institutionalization and segregation are ultimately given justification (Blanck, 2008). This has negative consequences for employment outcomes because it limits opportunities for people with disabilities to make choices, become economically self-sufficient, and reach their full vocational potential. Furthermore, this reinforces existing prejudices among employers about the inability of people with disabilities to do a job as well as individuals without disabilities (Shapiro 1994).

In contexts that employ primarily a medical model of disability, people with disabilities are rarely employed, and when they are employed, it is typically in segregated settings (Lunt & Thornton 1994). More so, this model does not also take into consideration the socio-economic, cultural, political and environmental barriers that disable the disabled. PWDs are disempowered on the basis of medical diagnosis used to regulate and control their access to social benefits, housing, education, and employment. The model promotes the view of PWDs being a dependent and needing to be cured or cared for, and it justifies the way in which PWDs have been systematically excluded from society.



Furthermore, the medical model does not bode well for those who are permanently disabled with conditions that cannot be cured, modified or changed by professional intervention(Quinn, 1998). In this view, the individual who cannot be “fixed” by professional intervention remains deficient. Disabled persons can be led to belief that their impairments automatically prevent them from taking part in social activities. This internalized oppression can make PWDs less likely to challenge their exclusion from mainstream society (Quinn, 1998).

### **2.9.2 The Social Model of Disability**

The second major model of disability, and one that has become increasingly recognized and prominent in recent years, is the Social Model (Myhill&Blanck 2008). The social model considers disability as a consequence of environmental, social and attitudinal barriers that prevent people with disabilities from maximum participation in society (Altman, 200; Blanck, 2008). It implies that if attitudinal, physical, and institutional barriers are removed, many people with disability will be viewed as having different abilities and greater opportunity to participate in society, rather than having disabilities and the inability to participate. That is the response to disability is to remove those barriers while at the same time recognizing the importance of medical intervention. The social model differs from the medical model because it places the focus on society, rather than on the individual. Furthermore, it focuses on the unique abilities and needs of each individual, while the medical model treats each individual that falls under the same disability classification in the same manner (Shakespear, 1997; Shapiro 1994).However, this model places the problem solely on the environment without acknowledging the critical role that PWDs themselves could play in challenging their present status. The Social Model has had positive consequences for employment outcomes in the United States, Canada and





Australia, among other countries, with many individuals with disabilities obtaining customized and competitive employment in the community (Shakepere, 1997; Shapiro 1994). This focus helps change negative attitudes employers may have toward people with disabilities (Shapiro 1994). In contrast, the medical model of disability perpetuates sheltered or segregated employment opportunities which are not part of the open labor market (Parent 2004; Shapiro 1994). This has important implications for people with disabilities and policy makers.

Drawing from this model one could say that, advocating for the removal of all forms of barriers in all spheres of life is important, however, if PWDs are to be given equal opportunity to participate in a society which is largely disability unfriendly, aside the removal of the barriers there will be the need to also call for “reasonable accommodation” or specialized support when necessary for PWDs if indeed they are to be as equally productive as the abled.

### **2.9.3 The Bio psychosocial Model of Disability**

A third model, the biopsychosocial model, adopted by the World Health Organization (WHO), is a framework that integrates the medical and social models of disability (Parent, 2004). Neither the medical model nor the social model of disability, by itself, was sufficient to fully understand or frame disability, although each had clear strengths (WHO, 2002). In the biopsychosocial model, disability is perceived to stem from the interactions between biological, psychological and social factors. The International Classification of Functioning, Disability and Health (or "ICF") (WHO 2002) uses a biopsychosocial approach to disability and acknowledges socio-environmental factors, socio-demographic factors, and behavioral factors that dictate the subjective experience of living with a disability (Quinn, 1998).



The biopsychosocial model is evolving and will benefit from the continued development of both the medical and social models in their pure forms (Jette, 2006). Because the biopsychosocial model is new, its impact on employment opportunities for people with disabilities is unclear. However, since it focuses on social and environmental factors, it is reasonable to assume that, like the social model, it would have a positive impact on employment opportunities for people with disabilities (Jette, 2006). This model acknowledges that every human being can experience a decrement in health and thereby experience some disability and as such disability is not something that happens to only a minority of humanity but anybody can become disabled.

#### **2.9.4 The Human Rights Model of Disability**

The human rights model of disability which is derived from the social model is based on the principle that all people must access equal opportunities to participate in society (Miles, 1999). The human rights model positions disability as an important dimension of human culture, and it affirms that all human beings irrespective of their disabilities have certain rights which are inalienable (Miles, 1999). This model entails moving away from viewing PWDs as problems towards viewing them as holders of rights. This model's main goal is to empower persons with disabilities and to guarantee their right to equal and active participation in political, economic, social, and cultural activities (Miles, 1999).

The model emphasizes locating the problems outside the PWD and addressing the manner in which various economic and social processes accommodate the differences of PWDs some of whom may require specialized support in order to be materially equal to others or not as the case may be (Oliver, 1996). While the rights-based discourse at a strategic level has brought some additional entitlements to PWDs, it has not significantly altered the way in which disability is construed and despite legislative changes, some PWDs lives have not



necessarily changed. The sad reality is that in practice society's treatment of difference has been rather poor, especially in the context of disability. In addition, focusing on a rights route to emancipation as an end in itself rather than as a means to an end was always likely to be counterproductive, having legal rights does not mean they will be enforced, and even if they are, that enforcement will achieve the desired aims (Oliver, 1996).

### **2.9.5 The Political Model of Disability**

This model is closely aligned with the social model of disability but it moves disability into the domain of power and resources. Disability is seen as a condition that interferes with one's capacity to work and make economic contributions to a social group. This view sees disability as a result of value-based, changing determination shaped by the opinions of humans withheld by dominant social groups (Avoke, 2012). The political definition of disability while not equivalent to policy, legislation or social change, it does provide direction for future political action which will take into consideration the needs of PWDs. This view of disability advances an even stronger rational and foundation than the social model for the development of theory, research, services, support and policy related to protection from and prevention of abuse perpetrated against PWDs (Avoke, 2012).

The political view of disability also provides the context for analysis of power and action strategies to address abuse of PWDs. But there are concerns among some disability activists that the assimilation of disability politics into mainstream political agendas will undermine the more radical aims and political struggles by disabled people and their organizations for social justice (Barnes, 1991). The authors also note the limitations of identity politics, which, they argue, tends to neglect the economic and material bases of inequality as well as the goal of "political-economic redistribution."



### **2.9.6 The Charity Model of Disability**

In the core of this model, disability was perceived as a disqualification from claiming the right of social resources which ensured the exclusion of PWDs from social arrangements, public services and justified their exclusion from mainstream education and employment. This model treats PWDs as helpless victims who need 'care' and 'protection'. The model relies largely on the goodwill of benevolent humanitarians for 'custodial care' for PWDs rather than justice and equality (Handicap International, 2004). This model creates an army of powerless individuals who are dependent on either arrangement maintained by these so called benevolent individuals who are outside of the mainstream development and state sponsored charities or mechanisms of social support like special schools and protection homes for PWDs (Handicap International, 2004).

### **2.9.7 Employment Models for Persons with Disabilities**

There are several primary models of promoting employment for people with disabilities implemented throughout the world. These include sheltered employment model, supported employment model and customized employment model.

In sheltered employment, people with disabilities work together in a segregated setting and are trained and supervised by people without disabilities (Kregel & Dean, 2002). The sheltered employment model assumes people with disabilities are less productive than workers without disabilities, and often pays a wage that is a fraction of wages given other workers (sometimes called a "subminimum wage") (Blanck, 2008; Kregel & Dean, 2002). In theory, people with disabilities are supposed to advance their productivity until they move out of segregated employment and into employment that pays a competitive wage (Blanck 2008; Kregel & Dean 2002). There are challenges associated with the sheltered employment model. First, earnings received in sheltered settings are low or inconsequential, which often



causes individuals to remain dependent on government cash benefit programs (Blanck 2008; Kregel& Dean 2002). Second, sheltered employment isolates the person with a disability from the community. As a result, instead of reducing obstacles to employment, segregation lowers expectations and enhances negative public attitudes, making it more difficult for individuals with disabilities to obtain meaningful employment (Kregel& Dean 2002). Third, very few people in sheltered employment progress into competitive employment (Blanck, 2008). Therefore, sheltered employment has been shown to have a limited long term impact on the productivity and community integration of people with disabilities (Kregel& Dean 2002).

More so, this model place people with disabilities in a segregated work environment of only workers with disabilities compared with an integrated environment of workers largely without disabilities (Kregel&Dean 2002). Meanwhile, Article 27 of the UN Convention on the Rights of Persons with Disabilities emphasizes the right to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities (United Nations, 1993; Wright, 2004).

Supported employment model is an integrated model of employment, where PWDs and the non-disabled work together (Parent, 2004). However, workers with disabilities are assisted throughout the employment process. A job coach may assist the individual to find a job, train for the job, and maintain employment through individual supports and accommodations (Parent, 2004). Supported employment aims to place people in jobs that earn competitive wages, though in practice this is not always the case. Supported employment is grounded in the philosophical concept of self -determination. It is based on core values, which emphasize the right to work, capacity to perform a job, individual



strengths, personal goals and choices, and role of community in the person's growth and development (Parent, 2004).

A new model of employment that aims to place individuals with disabilities in jobs earning competitive wages is customized employment (Callahan, 2002; Parent, 2004). Customized employment means individualizing the employment relationship between employees and employers. It is based on an individualized determination of the strengths, needs, and interests of the person with a disability. It may include employment developed through job carving, self-employment, or entrepreneurial initiatives, or other job development or restructuring strategies to fit the needs of individuals with a disability. Customized employment assumes the provision of reasonable accommodations and supports necessary for the individual to perform the functions of a job (Callahan, 2002). Customized employment embraces a "person-centered" approach. It begins with the person's needs, aspirations, talents and skills, which serve as a basis for contacting potential employers (Callahan, 2002). Additionally, it emphasizes the person's choice and strengths and abilities (Callahan, 2002). In customized employment, jobs are negotiated so that they best fit the individual, while individuals are placed in competitive settings and receive supports that match their individual needs. In the United States, this model is employed in One-Stop Service Delivery Systems (Blanck, 2008), in which workforce investment, education, and other human service programs collaborate to enhance access to services and long term employment outcomes.

Supported and customized employment models lead to desirable outcomes for persons with disabilities for a number of reasons. First, wages and hours worked are significantly higher, on average, than for individuals in sheltered employment (Parent, 2004). According to a Maryland survey, individuals in customized and supported employment earn 3.5 times



more than those in sheltered employment and work 30% more hours per week (Parent, 2004). Second, individuals with disabilities gain social benefits from customized and supported employment.

Customized employment enables individuals with disabilities to make friends with individuals without disabilities, obtain cultural benefits from obtaining a job, since an individual's identity is often shaped by work, and become integrated in society outside of work (Perry, 2002). Similarly, supported and customized employment models may diminish stigma associated with having a disability because they emphasize the person's abilities and productivity (Wehman, 2009). Third, employing individuals with disabilities in competitive settings has benefits for corporations (Kregel 1999). Increasing numbers of people with disabilities are employed through models that focus on abilities and choice, such as customized employment. However, most individuals with disabilities worldwide still are employed in sheltered rather than competitive settings (Wehman et al. 2009). A useful distinction to understand the obstacles or barriers that prevent customized employment from becoming the dominant model is between those that affect labor supply and those that impact labor demand (National Council on Disability 2007; Wehman et al. 2009). Under this study, some of the physically challenged and the non-physically challenged all work in one setting and hence fall under the customized employment model.

### **2.9.8 The Cultural Theory of Disability**

Cultural views of disability suggest that all individual who define themselves as disabled belong to a unique group which shares experiences, tacit rules, language, and discourse and the notion of disability identity (Oliver, 1996). Within this definition, issues of race, class, gender and power differential are important determinants of the shared experiences that



bind disabled people together in a single, identifiable community of concern (Avoke, 2012).

The cultural theory of Disability is actually borrowed from anthropology that offers the heuristic potential to examine biblical texts not normally associated with disability (Avoke, 2012). Furthermore, Oliver argued that, the experience of disability, while immensely confronting and even personal, has also shown itself capable of generating deep theological reflection on several levels (Oliver, 1990). There is the level of reflection from people affected by the disabilities themselves. There is the theological reflection by people who intimately know people with disabilities, such as relatives or care givers. Then there is the reflection from those who are not personally affected by disability, but are nonetheless so deeply impacted by the experiences of the previous two groups that they are spurred on to theological reflection themselves, (Oliver, 1990).

### **2.9.9 The Critical Disability Theory**

Critical disability theory is a framework for the analysis of disability which centres disability and challenges the ableist assumption which shape society (Barnes, 1991). The theory is a conscious political theory which provides the basis for practical action to advance the interests of disabled people. The rationale for this theory, as a critical jurisprudence of disability is to identify the source of oppression of PWDs within the law and legal institutions, and by means of that exposure, seek to relieve disabled people from that oppression and identify the potential positive role of the existing law on the life of PWDs (Barnes, 1991).

It also seeks to create law, and enlist institutions in the struggle for the emancipation of the disabled people. The central theme of this theory is that disability is a social construct, not the inevitable result of impairment. In its view, disability is a complex inter-relationship





between impairment, an individual's response to that impairment and the physical, institutional and attitudinal or social environment. The social disadvantage experienced by disabled people is the result of the failure of the social environment to respond adequately to the diversity represented by disability, (Buckup, 2009). In fact, the researcher, perfectly agree with this view, why, because, if the social environment was disability friendly and disabled people went about their socio-economic lives without needing help from anyone, then no one could perceive them as been disabled.

#### **2.9.10 Biblical Perspective on Disability**

There are two different views on disability in the Bible (Stiker, 1999). The Old Testament is coherent with the view at the time that disability was linked to sin and as such was in itself a measure of being evil and therefore ungodly. This is a view that follows on from previous generations and traditions. The New Testament takes up the position of benevolence that begins the – Pity Charity Model – of disability. In this model there is the practice of “Christians “who take up active roles in supporting people less fortunate than themselves. This is also the idea behind the involvement of contemporary Christian religious in charity programs – alms houses, hospitals and poor houses have been run by religious bodies for many centuries. The positioning of difference of disability into these values and believes remains evident in our society amongst religious organizations who provide charity based social agencies (Stiker, 1999).

The New Testament also documents many stories about Christ and his disciples healing the sick as the removal of sin. Here continues the old idea that difference of ability is associated with sin which was in operation in earlier human history. These stories are predominantly in the gospel of Mathew (Stiker, 1999). He gives the example of Christ



healing blind, cripples, dead, fool, misfits, lepers and epileptics all are seen as cleaning them of their sins and made pure by their healing-good and godly.

## **2.10 Perceptions on Disability or Attitudes towards the Disabled**

Perceptions towards disability have varied significantly from one community to another (Groce, 1999). Hans & Patri (2003) indicate that an examination of attitudes towards PWDs across culture suggest that societal perceptions and treatment of PWDs are neither homogeneous nor static.

In parts of the world particularly in some communities in Africa for example, pregnant women try to avoid seeing people with albinism for fear of giving birth to an albino child. Thus disabled people can be thought of as bad omens and be rejected or abandoned (Hans & Patri, 2003).

The African culture and beliefs have not made matters easier (Groce, 1999). The desire to avoid whatever is associated with evil has affected peoples' attitudes towards PWDs simply because disability is associated with evil (Groce, 1999). During the 16<sup>th</sup> Century Christians such as Luther and John Calvin indicated that the mentally retarded and other PWDs were possessed by evil spirits. Thus, these men and other religious leaders of the time often subjected PWDs to mental and or physical pain as a means of exorcising the spirits (Groce, 1999). It is no wonder that right here in Ghana some persons with mental disability are being kept at some prayer camps where it is believed and expected that the "bad" spirit will be exorcised (Wehman et al. 2003).

On the contrary, early Christian doctrine introduced the view that disease is neither a disgrace nor a punishment for sin but, on the contrary, a means of purification and a way of grace (Hans & Patri, 2003). Subsequently, in some European countries, such as Denmark



and Sweden, persons with disabilities are treated with passion and are provided with more effective rehabilitation services (ILO; UNESCO; WHO, 2010). Though this is the ideal situation, some countries and cultures still consider the physically challenged as a curse and punishment for sin committed. The situation is not different in Ghana. Diversifications in perceptions on disability and PWDs exist in Ghana as they do in other places in Africa (Nukunya, 2003; Avoke, 2012). In some parts of Ghana such as the Ashanti kingdom for instance, amputees are not allowed to become chiefs. More so, the Ashanti kingdom destooled a chief if he acquires epilepsy. Again, an infant born with six fingers was killed upon birth (Nukunya, 2003). However, among the Ga in the Greater Accra region of Ghana, the feeble-minded were treated with awe and the retarded were considered the reincarnation of deity. Hence, they were always treated with great kindness, gentleness and patience (Avoke, 2012). Although governments and other NGOs interventions has led to a reduction in the perpetrators of abuse against the disabled, these practices, perceptions on disability is still awe in some communities (Hans & Patri, 2003).

### **2.11 Disability and Productivity**

The Roehrer Institute (Toronto, Canada) developed a ‘bottom-up approach’ to calculate the annual GDP loss related to disability in Canada (Buckup, 2009). The approach differentiated between people with long-term and short-term disabilities. People with long-term disabilities were separated into two populations: “household disabled” and “institutionalized disabled”. The latter group consisted of persons who stay in long-term healthcare facilities. They were assumed to achieve only 10% of the productivity of an average worker (non-disabled). The group of household disabled was assumed to achieve 90% of the average productivity of an average worker in Canada in 1993. For people with short-term disabilities, the study distinguished between those who need to rest in bed (10%



of average productivity) and those whose activities are restricted (50% of average productivity). Overall, the study estimated that in 1993 US\$ 3.1 billion of GDP was lost in relation to institutionalized long-term disability, and US\$ 35.2 billion was lost in relation to household long-term disability. The loss related to short-term disability was estimated to be US\$ 17.5 billion. In sum, this makes US\$ 55.8 billion, or 7.7% of Canada's 1993 GDP.

There is a growing evident that; when disabled people do find work the majority find themselves in poorly paid, low skilled, low status jobs which are both unrewarding and undemanding (Barnes,1991). The type of work which has been termed 'underemployment' (Barnes, 1991). Social analysts specializing in racism and sexism in employment have identified two types of jobs in the modern labour market -'primary' and 'secondary' sector jobs. 'Primary' sector jobs are those with high wages, high skill levels, good working conditions, job security, and ample opportunities for promotion. Examples include lawyers, doctors and engineers' etc. 'Secondary' sector jobs have low wages, low skill levels, poor working conditions, little job security, and few if any possibilities for advancement. Routine office work, general labourers, catering jobs, and cleaners fall into this category (Kregel, 1999). PWDs are often found in these kinds of jobs which affect their potential to be more productive. It has being established that, persons with physical disabilities are more likely to be unemployed as perceptions exist that they are less productive, this affects their potential to becoming productive in society (Kregel, 1999). In a related study, it was identified that; some companies are concerned that workers with disabilities will be absent more or will be less productive (Schur; Kruse; Blasi; &Blanch, 2009). Others fear an increase in healthcare costs for people with disabilities and costs associated with disability accommodations. Meanwhile, in reality, workers with disabilities have lower rates of absenteeism and turnover, and higher rates of loyalty which leads to



increased productivity (Schur; Kruse; Blasi; and Blanch, 2009). More so, the costs of hiring people with disabilities are no higher than hiring people without disabilities (Oliver, 1996).

## **2.12 Productivity Differentials between the Physically Challenged the Non-physically Challenged**

The United Nations (UN) General Assembly in 2006, adopted the UN Convention on the Rights of Persons with Disabilities which has been signed by 114 nations with the promise, in part, of greater employment opportunities for all persons with disabilities (UN, 1993). In spite of its adoption, employment outcomes for people with disabilities continue to lag substantially behind those of people without disabilities in the United States and worldwide (Blanck, 2008; International Disability Rights Monitor, 2004). Since one needs employment to be productive, one could conclude that PWDs productivity will be on the low side. Results from the 2006 American Community Survey (ACS) also reveals significant disparities in the median incomes for those with and without disabilities. Median earnings for people with no disability were over \$28,000 compared to the \$17,000 median income reported for individuals with a disability (U.S. Census Bureau, 2006).

Supply and demand in the employment context refers to the supply (or availability) of trained, job-seeking workers in the labor market and the demand (or need) for these workers by industries. First, on the labor supply side, without effective accommodation it may be more expensive for an individual with a disability to work than it is for an individual without a disability, such as if personal assistance is needed getting ready for work, accessible transportation is not available, or medical costs are higher than for people without disabilities (National Council on Disability 2007). Also, studies show that more individuals with disabilities have lower levels of education and training than persons without disabilities (Blanck, 2008; International Disability Rights Monitor, 2004). This



accordingly results in PWDs having less productivity at work side as their knowledge and skills in the performance of certain tasks is limited. More so, people with disabilities often need jobs with greater flexibility, since certain disabilities require additional time for self-care, therapy, and medical appointments, and transportation issues may increase uncertainty in daily schedules, thus making them less productive. Furthermore, people with disabilities often are hesitant to become productive because increased productivity may jeopardize eligibility for disability services and health benefits; these benefits may be tied to personal assets and level of productivity (Blanck, 2008; National Council on Disability 2007).

On the labor demand side, a common barrier to employment is discrimination, prejudice, stereotypes and misconceptions of ability, which often make employers reluctant to hire individuals with disabilities (National Council on Disability 2007). This naturally make PWDs less productive compared to the non-disabled (National Council on Disability 2007). Secondly, corporate culture in terms of organizational practices and the attitudes of managers, supervisors, and coworkers, can reduce economic productivity for individuals with disabilities (Schur et al. 2009).

### **2.13.0 Factors Affecting the Productivity of PWDs in the Arts and Craft Industry**

Lack of or inadequate quality raw materials are a factor that affects the productivity of the physically challenged in the craft industry (Schortman& Urban, 2004). PWDs often lack access to quality raw materials. Due to the low volumes of raw materials available, PWDs have low bargaining power and are forced to buy sub-standard materials at a higher price (Schortman& Urban, 2004). The use of these sub-standard materials does not guarantee quality of products produced and the efficiency of the use of the raw material. More so, the



price of the product may be high since the raw materials are bought at a higher price. This negatively affects PWDs productivity as many customers may not buy the products.

In the area of access to capital, most microfinance institutions require PWDs to have an economic activity prior to receiving a loan, whereas many PWDs require the loan for start-up. In addition, some microfinance institution loan conditions do not suit the requirements of the vulnerable including people with disabilities (i.e. interest rates are too high and terms for repayment too short) (Thomas, 2002).

It has also been revealed that the difficulties related to the insufficiency of the equity capital and access to the funds is also due to the fact that PWDs generally start with very little or even without running capital. There are no soft mechanisms which facilitate the access to the small loans needed for starting up or operating the enterprises (UNIDO, 2005). Considering the insufficiency of entrepreneurial training, the entrepreneurs (PWDs) of the sector are unable to prepare on their own documents requesting the loans. And because of lacking the necessary funds, they are neither able to use the consultants' services who can do it on their behalf. These challenges make it difficult for PWDs to be able to obtain the needed funds to either start or expand production in order to be more productive (Schortman & Urban, 2004).

Some socio-cultural beliefs consider disability as evil or sin (Avoke, 2012). This view promotes negative attitudes of people towards the buying of products produced by PWDs (Avoke, 2012). That is some people simply stigmatize and despise products made by PWDs as a means of avoiding that which is associated with evil (disability). This attitude negatively affects the productivity of PWDs.



## 2.14 Conclusion

Drawing from the research that has been reviewed so far, one could conclude that there have not been studies that seek to examine the effect of disability on productivity. This is important as it will help to determine whether or not the economic exclusion or the under employment of persons with disability is justified.

Drawing from the analysis of definitions of productivity, a more comprehensive explanation of productivity that this study adapted emphasized on the interlinked elements of output, quality of crafts produced as well as the efficiency of production as the indicators for the measurement of productivity.

This study adopted the definition of craft industry as a sector composed of various occupations among these: wood work, leather and textile work, art and decoration, metal transformation, installation and repair. However, with respect to this study, focus has been given to leather works, basket making and cobbler work. The evidence from the literature revealed that the craft industry has a significant number of persons with disability entrepreneurs. What is however not known is how the productivity of these PWDs differs from those without disability in the Arts and craft industry. It is this knowledge gap that necessitated this study.

This study considered disability as a consequence of environmental, social and attitudinal barriers that prevent people with disabilities from maximum participation in society. Various forms of disability exist, however, this study focused on physical disability. Physical disability includes conditions such as cerebral palsy, muscular dystrophy, spinal bifida, rheumatoid arthritis, skeletal deformities, and amputations. Chronic health conditions that tend to restrict physical activity, such as heart disease, leukemia, and cystic fibrosis. In the context of this study, two categories of the physically challenged were





covered: the visually impaired and the physically disabled (the crippled) many of whom are registered members of the regional branch of the Ghana Society of the Disabled who are into craft production. While the removal of socio-economic barriers are necessary to making PWDs productive, it is equally important to make power and resources accessible to PWDs as these are key for an individual to become productive.

### 2.15 Conceptual Framework

In line with the study objectives and evidence that emerged from the literature reviewed, the following conceptual framework was developed for the study.

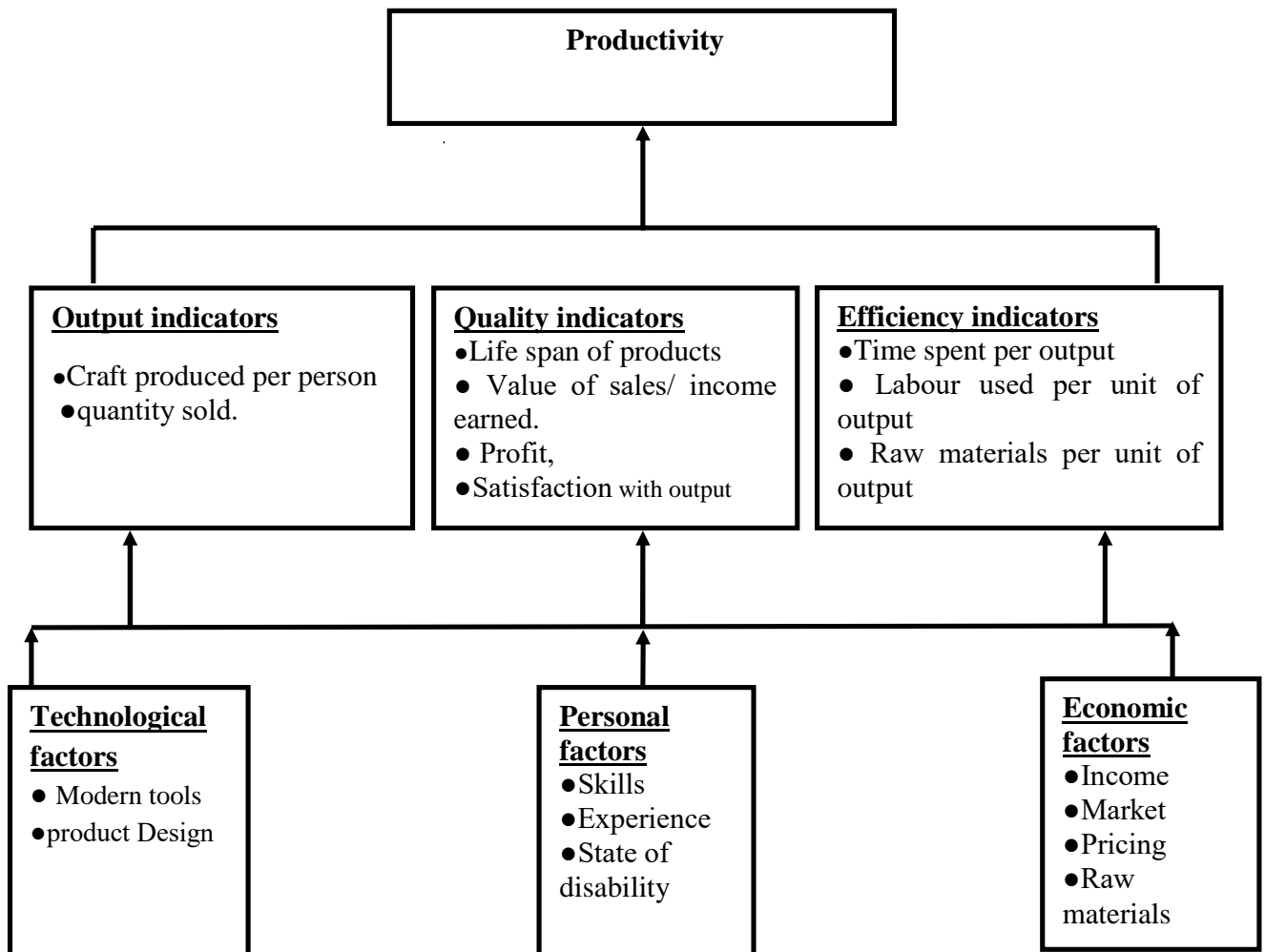


Figure: 2.1 Conceptual Framework

Source: Author's Construct



Productivity is situated at the apex of the conceptual framework, serving as the main outcome variable. Productivity was measured by three main indicators:

Output produced, quality of products and efficiency of production. Output constituted the physical aggregate units of products produced. Emphasis was placed on the number of crafts produced per person per week, and quantity of craft sold per person per week.

The measure of quality considered the following indicators; perceived life span of products, value of sale / income earned at a given units of output, price of product, level of profit, and level of satisfaction of craft workers for their output.

Efficiency was conceptualized in terms of the number of crafts produced at a given input(s) (time, labour and cost of raw materials).

Additionally, based on the evidence that emerged from literature reviewed, the study postulated that, technological, personal and economic factors that constitute the base of the conceptual frame work differently influence output, the quality of crafts produced and the efficiency of production. The technological, personal, and economic factors were examined by the study to establish how they eventually define the level of productivity of the physically challenged as compared to the non-physically challenged.



## CHAPTER THREE

### METHODOLOGY

#### 3.1 The Study Area

##### 3.1.1 Location and Size

The Bolgatanga Municipality was established in 2004 by Legislative Instrument (LI) 1797 (2004). Located in the centre of the Upper East Region, approximately, between latitudes 10°30' and 10°50' North and longitudes 0°30' and 1°00' West, it is also the regional capital (GSS, 2013). Bolgatanga Municipality is bordered to the north by the Bongo District, south and east by the Talensi and Nabdam Districts, and to the west by the Kassena- Nankana East Municipality (GSS, 2013).

It covers a total land area of 729 square kilometers (GSS, 2012). It was the first of three municipalities to be established in the Upper East Region (the others are Bawku and Kassena-Nankana Municipalities), which together with ten other districts constitute the Upper East Region of Ghana (GSS, 2013). Located at the centre of the region, the Municipality serves as the largest market for the sale of craft.

##### 3.1.2 Population Size and Distribution

The Bolgatanga Municipality has a total population of 131,550, accounting for 12.6 percent of the population of the Upper East Region (1,046,545) GSS, 2013). The GSS (2013) report indicates that the Municipality has a male population of 62,783 which constitutes 47.7% while females are 68,767, consisting 52% of the total population. Although urbanization is fast catching up with the Bolgatanga Municipality, the rural population still account for half (50.2 %) of the population (GSS, 2013). While the Municipality has 12.6 % of the regional population, it accounts for three out of every 10 (29.8%) urban dwellers in Upper East. The urban dwellers are significantly higher than their rural counterparts for



the population 20 to 49 years, which constitute the peak of the productive age (GSS, 2012). The size of the population of the Municipality enhances productivity, especially persons with disability who produce crafts in the Arts and craft industry.

### **3.1.3 Population with Disability**

There are 463 persons with disability in the Municipality representing 3.0% of the population (GSS, 2013). The proportion of the Municipality's urban population who is disabled is 2.2 percent and that of the rural population is 3.7% (GSS, 2013). Sight disability accounts for about 28.9 percent of the various types of disabilities in the Municipality, followed by physical disability (23.2%). Emotional disability in the Municipality is also high at 17.8% (GSS, 2013). The data further shows that 3.0% of the population of the Bolgatanga Municipality has one form of disability or the other. While 3.0 % of the male population has one form of disability or the other, 2.9 percent of their female counterparts have disability (GSS, 2013). The increasing number of persons living with disability justifies the choice of the area of study. The ability of the physically challenged to engage in productive ventures such as the production of crafts is an indication to an end to poverty in their households.

### **3.1.4 Climate and Vegetation**

The natural vegetation is that of the savannah woodland, characterized by short scattered drought-resistant trees and grass that get burnt by bushfire or scorched by the sun during the long dry season. The climate is tropical with a rainy season from May to October and a long dry season with virtually no rainfall from October to April. Temperatures range between a maximum of 40 degrees Celsius in March / April and at least 12 °C in December (GSS, 2013). The natural vegetation of the district consists of tree savanna, with baobab, and acacia trees. The low vegetation is burned by fire during the dry season or dried by the



sun. The climate and vegetation cover of the Municipality is enough to providing raw materials (straw, leather) for craft works which mostly comes from plants, scrubs, tress, and farm animals such as goats, sheep, cattle and poultry birds.

### **3.1.5 Social and Cultural Structure**

Although majority (93.8%) of the inhabitants of the Municipality is from northern ethnic origins, the indigenous inhabitants of the area are the Frafra (Grunne) (GSS, 2012). Other settlers mainly in the Bolgatanga Township include the Akans, Ewes, Ga-Adanbge (GSS, 2012). Most of the ethnic groupings are organized around chiefs and leaders, while others come together as social groupings (GSS, 2012). The family is the basic social grouping among the people with the nuclear and the extended family systems and the patrilineal system of customary inheritance (GSS, 2012). The traditional system of governance revolves around the Chief while the *Tindanis* the custodian of lands in the area (GSS, 2012).

The people have two major festivals, the ‘*Adakoya*’ festival celebrated by the people of Bolgatanga after the farming season, to thank their gods for a fruitful farming season and the ‘*NabaYesika*’ festival celebrated annually by the people of Bolga- Sherigu. The nature of social and cultural identity of the Bolgatanga Municipality reinforces the growing significance of craft work in contributing to preserving their heritage.

### **3.1.6 Economy**

Agriculture is the main economic activity in the Municipality. About 80% of the economically active population engages in agriculture. The farmers often engage in dry season farming after the main farming season. During the dry season tomatoes and onions are produced. The main products such as millet, guinea-corn, maize, groundnut, beans, and sorghum are cultivated during the main farming season and dry season tomatoes and



onions. Livestock and poultry production are also important. Water- retaining structures (dams and dugouts) provide water for both domestic and agricultural purposes (UNDP, 2010). Also, on industrial development, the activities that dominate this sub-sector are small-scale agro – processing of groundnuts, shea nuts, dawadawa, rice, sorghum, soya beans, maize and millet. Handicraft works like basket weaving, leather works and wood carving are also undertaken. The service sector activities include trading or commerce, transportation among others (UNDP, 2010). It is important to note that the involvement of the physically challenged entrepreneurs in the craft industry contribute in sustaining the economy with respect to the production of craft.

### **3.1.7 Education**

The level of educational attainment is an important determinant of the quality of manpower. As such the educational level of the people of the municipality to some extent reflects the level of social and economic development of the communities. It is also well known that education constitutes one of the most important factors influencing demographic behaviours and the level of fertility of a population (GSS, 2013).

The Data from GSS (2012) revealed that the population currently in school, nearly half (47.0%) are in primary school with slightly more males than females, about a one-fifth (19.4%) are in JHS and 9.5% are in SHS, while only four out of every 100 (4.1%) are in a tertiary institution. There are slightly more females than males in vocational or technical or commercial and post-secondary schools in the municipality. Generally, the number attending school considerably decreases with progression to higher educational levels (GSS, 2012). The data further suggest that among the population who attended school in the past, 3 out of 5 (59.8%) only had basic education with more females (63.0%) than males (57.0%). While about the same proportion of males and females reported to have



attained secondary or vocational or technical or post-secondary education, more males (14.1%) than females (8.5%) attained tertiary level. The educational development of the municipality suggests that literacy rate is quite appreciable. This remarkably affects economic transition especially industrial engagement including craft work.

### **3.2 Research Design**

The study made use of a cross sectional mixed methods design, specifically adopting the concurrent triangulation variant (Creswell & Plano Clark, 2011). It is a mixed method design because the study combined the elements of quantitative and qualitative data, methods and techniques of data collection and analysis, and integrated the findings for the purposes of breadth and depth of understanding of the issues of the research (Creswell, 2011). The mixed method design was chosen with reference to the study objectives which required both quantitative (numeric) and qualitative (narrative) data to be answered. The quantitative design aided in the collection of data on issues such as output, the quality of products produced, the efficiency of production by disability status whereas as the qualitative design helped to generate data on the factors that affect productivity of the craft industry. This means that the use of the mixed methods design helped to answer all the research questions that could not be answered by qualitative or quantitative approach alone. Thus the mixed methods design enabled the study to obtain a holistic view on the issues involved in the study (Creswell, 2011).

The concurrent mixed methods strategy or procedure is that in which the study converges or merges the quantitative and qualitative data in order to provide a comprehensive analysis of the research problem (Creswell, 2011; Green, 2007). In this strategy, the study collected both the quantitative and qualitative data at the same time and then integrated the information in the interpretation of the overall results (Creswell & Plano, 2007). The use of



the concurrent triangulation mixed method strategy enabled the study to collect data in a short period of time as the quantitative and qualitative data were collected at one point in time or at the same time and brought together in data analysis and presentation of results. This helped to save time and money. The use of the concurrent triangulation mixed method strategy or procedure also did not require long term cooperation between the researcher and the respondents since data was collected once (Creswell, 2011). Though both qualitative and quantitative data were collected, a relatively higher weight was given to quantitative data collection and analysis since the main aim of the study was to determine the differences in the economic productivity of the abled and the physically challenged.

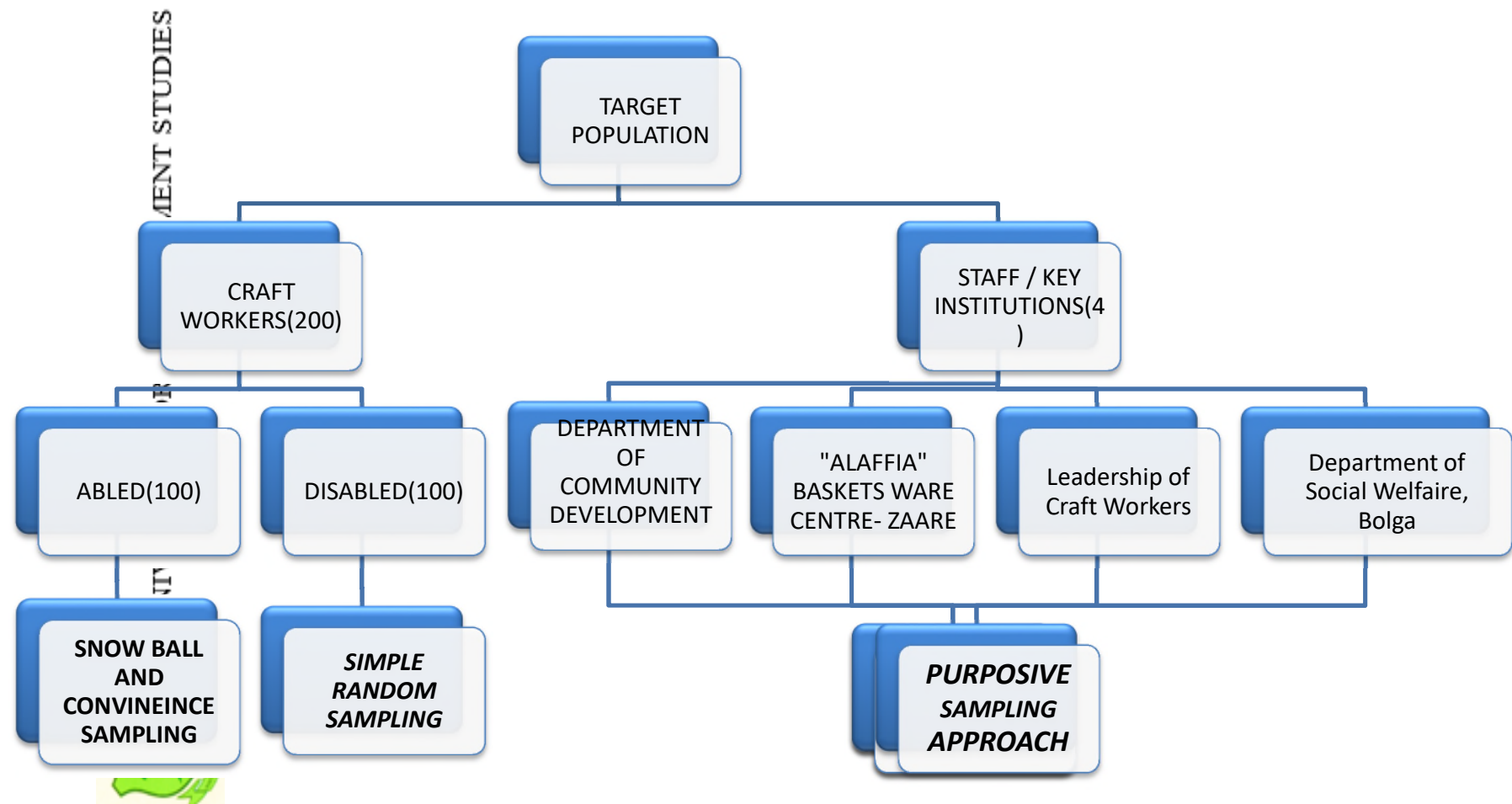
### **3.3 Data and Sources**

Quantitative data on output produced, quality of craft produced, and efficiency of production were collected as primary data from both the physically challenged and the non-physically challenged craft workers. In measuring output, data was collected on number of crafts produced per person, quantity of products sold per week per person. To measure quality, quantitative data was collected on the perceived life span of craft works, income earned, price of products, margin of profits and the level of satisfaction of craft workers for their product. Data on efficiency involved the number of crafts produced at a given input, where input refers to the quantity of raw materials used, time spent and number of workers at work at a given time per crafts produced. Qualitative data on factors that affect the productivity of the physically challenged and the non-physically challenged in the Arts and craft industry were generated from primary sources within the Bolgatanga Municipality.





### 3.4 TARGET POPULATION, SAMPLING AND SAMPLE SIZE



The target population of the study was in two groups: craft workers (institutionalized and non-institutionalized) and staff of those institutions and associations that support the craft industry within the Bolgatanga Municipality. The craft workers were categorized into two groups: Persons without disability (non-physically challenged) and Persons with physical disability (the physically challenged (PWDs)). The rationale for incorporating non-physically challenged persons engaged in the craft work was to help enrich the study by aiding a comparative analysis of findings. The physically challenged population was further put into two groups: the visually impaired and the crippled. The study only covered those physically challenged and non-physically challenged craft workers involved in basket making, leather work and cobbler work. Many of the craft workers were engaged in these craft work (BMA, 2011)

In all 300 respondents (crafts workers: physically challenged (150) and non-physically challenged (150)) and 4 key informants were sampled for the study. This number was sampled because the study considered it to have the statistically strength needed to aid a comparative analysis of the results of the study. However, the questionnaires were administered to 200 respondents (craft workers: physically challenged and non-physically challenged). This was because the researcher had difficulty in getting the cooperation of the remaining number of crafts workers to interview.

Statistics on the number of the physically challenged engaged in crafts work was obtained from the office of the regional branch of Ghana Society of the physically disabled. The physically challenged were made up of 153 registered cobblers and 135 basket weavers. The physically challenged cobblers were all housed in one common shed where they worked. Simple Random sampling was used to sample 52 of the cobblers. A list of the 153 cobblers was collected. The name of each cobbler was represented by letters A, B, ...Z on pieces of paper. The lottery method was then used where the letters were mixed and chosen



at random up to the 52 respondents. All the cobblers who were chosen per the letters became part of the sample size and were interviewed to solicit data on the topic under study. Simple Random sampling technique was used because this segment of the population is homogeneous. More so, simple random sampling was used so as to give equal chance to each of the cobblers to participate in the study. Again, each of the cobblers was deemed to have the requisite knowledge or information that the study needed.

Snowball sampling technique was used to identify the physically challenged basket weavers. This technique was used because the weavers were scattered and their locations were not known to the interviewer. Subsequently, the regional project manager of Ghana Society of the physically disabled led the one administering the questionnaires to one of the weavers to provide responses to the questions on the questionnaire. After the administration of the questionnaire, that weaver in turn directed the one administering the questionnaires to the next weaver, and this continued until the last weaver was contacted. The questionnaire was administered to sixty weavers. Ten each of the physically challenged and the non-physically challenged leather workers were also sampled using the snow ball technique. Out of the 122 physically challenged, three were persons with visual impairments and the remaining 115 were the crippled.

The non-physically challenged cobblers and basket weavers on the other hand, were sampled using convenience sampling. The researcher walked through the Bolgatanga crafts village, and other areas noted for craft production by the non-physically challenged and administered the questionnaires to any craft worker (cobbler or basket weaver) that she came across. During Bolgatanga market day, the researcher went to the baskets market and administered the questionnaires to some of the weavers. The questionnaires were administered to eighty-four non-physically challenged cobblers and eighty-four non-physically challenged.



The key institutions that support craft workers in the Municipality were four (4). These were: the Regional Branch of the Ghana Society of the disabled, Department of Community Development of the Bolgatanga Municipal Assembly, Department of Social Welfare-Bolgatanga and “Alaffia” Community Empowerment and Preserving Traditional Knowledge Basket Center at Zaare- Bolgatanga. The four key institutions that support craft workers in the Municipality or the staff of this segment of the population were purposively sampled and included in the study because they have unique perspectives on the economic activities of the physically challenged and the non-physically challenged in the craft industry since they have some experiences in working with the physically challenged in particular or have interest in the productive activities of the physically challenged. As a result they were deemed to be capable of providing the relevant information that the study needed to be able to answer the research objectives. The four individuals who represented these key institutions and were interviewed included: the project manager of the Upper East branch of the Ghana Society of the Disabled, the proprietor and manager of “Alaffia” Community Empowerment and Preserving Traditional Knowledge Basket Center at Zaare-Bolgatanga, the directors of the Department of Community Development and the Department of Social Welfare.



### **3.5 Methods/ Instruments of Data Collection**

#### **3.5.1 Survey (Questionnaires)**

The study used questionnaires as a tool to generate data. The questionnaires were used because the study needed to collect quantitative data. Again, the use of questionnaires allows for massive data to be generated at a shorter period of time. This makes the data collection more cost effective. Questions on the questionnaires were designed based on the research questions. The questionnaires were interviewer administered. That is the questions

on the questionnaires were read by the interviewer and in most cases translated in the Grunni language to the respondents (craft workers) and the interviewer then filled in the questionnaires the responses provided by the respondents. This enabled the study to gather data from individuals who were unable to read and answer questions on their own. This is because the researcher read and interpreted the questions for a respondent where necessary to understand and provide the relevant information which was recorded by the interviewer. This has helped to make the results of this study more credible.

The questionnaires which contained predominantly closed ended question items required responding to predetermined categories which were administered to the physically challenged and the non-physically challenged craft workers to elicit numeric data or quantitative data on output by disability status, quality of products by disability status, and efficiency of production by disability status.

There were additional closed-ended question items embedded in the questionnaire that required narrative responses on the factors that affect the productivity of the physically challenged and the non-physically challenged in the Arts and craft industry. The use of the closed-ended question items allowed for the collection of additional qualitative data on determinants of productivity within the craft industry from the perspective of the craft workers, both the physically challenged and the non-physically challenged.

The questionnaires also contained some question items which collected socio-demographic characteristics of the participants in these areas: Sex, age, marital status, educational qualification, religious affiliation, ethnicity, and nature of craft work produced by disability status among others. The questionnaires were administered to selected respondents at their work sides at a time agreed by them for the purpose of convenience and also to gain more cooperation from them.



In order to ascertain the reliability of the questionnaires used for the study, pre-testing was done at “Alaffia” Community Empowerment and Preserving Traditional Knowledge Basket Center at Zaare-Bolgatanga. This place was chosen because it is a place where the physically challenged and the abled produce and sell crafts to the manager of the centre for export. This exercise lasted for a week. There were no changes made to the questionnaires after the pretest.

### **3.5.2 Key Informant Interviews**

The use of interviews makes it possible for the interviewer to be able to probe more around an issue – but always with the intent of embellishing a specific piece of information (Creswell, 2011). That is, the use of the interviews made it possible to explore a complex issue such as the factors that affect productivity of the craft industry. This is because the questions asked under key informant interviews were mainly open-ended which gave the respondents the opportunity to express their opinion on the issue at stake. Interview schedules were prepared to cover question items on the factors that affect productivity of the craft industry. The interview schedule was used to conduct face to face interviews with leadership of the physically challenged, and the non-physically challenged crafts workers and staff of key institutions who support craft production. The interviewer interviewed every respondent selected by asking questions on the interview schedule and answers were recorded during a qualitative interview and transcribed. Hand written notes were also taken on responses given.

### **3.6 Data Management**

Daily summaries that were made out of some key issues of the study from the field were typed out and saved with back-ups on computers. Finally, field notebooks were kept



securely, while respondents' information catalogued for retrieval purposes should the need arise.

### **3.7 Ethical Considerations**

Ethical considerations were considered as follows; the researcher observed the principle of voluntary participation, thus people were not coerced into participating in the research. A letter was written to the association of persons engaged in the craft industry, other key institutions, prospective individual participants and "gatekeepers" for their support and permission before the commencement of the research. Informed consent was obtained from respondents before administering the questionnaires and interview guide as well as exploring sensitive issues after good relationship had been established with the participants. In order to guarantee confidentiality of the data obtained; names and addresses, age and sex were omitted from the interview because of sensitive issues. On the part of obtaining samples, recruitment was done in such a way that all participants had equal chance of being selected.

### **3.8 Data Analysis**

There was quantitative analysis of data using statistical techniques appropriate for the variables, and qualitative analysis of data using approaches that were appropriate for the data and the research questions (Karma, 1999). The data on the quantity of crafts produced, the quality of crafts produced and the efficiency of production of crafts were generated from the close-ended questions in the questionnaire while the data on factors that affect the productivity of the physically challenged as compared with the non-physically challenged in the Arts and Craft industry in the Bolgatanga Municipality was generated from the key informant interview transcripts and the closed-ended questions from the questionnaire. The two analyses were conducted independently of each other and provide



information about the phenomenon through connecting, combining or integrating findings from the quantitative analysis and qualitative analysis (Creswell, & Plano, 2011).

The quantitative data was analyzed using the Statistical Product and Service Solutions (SPSS) version 20 and then presented using descriptive statistical tools such as frequency tables and bar graphs for interpretation and discussion. Descriptive statistics was used to summarize the quantitative data to allow for better understanding of the data (Agyedu; Donkor; & Obeng, 1999). In addition, chi-square statistics were also used to help determine whether or not there was a significant difference in the variables for the measurement of productivity between the physically challenged and the non-physically challenged in the Arts and craft industry.

Qualitative data on the other hand, was analyzed using thematic content analysis approach. With this approach, the content of the data was analyzed to generate and categorize recurring themes. Data was then coded and categorized until themes were identified (Thorogood, 2009). The qualitative data was manually analyzed and presented using descriptions, narrations and direct quotes of participants (Green & Thorogo, 1999).

The data analysis was an integration of the quantitative and qualitative data bases side by side. The quantitative results were presented and discussed, followed by the qualitative data that either support or disconfirm the quantitative results. This approach was adopted because in a concurrent study like this study, the analysis and interpretation of the quantitative and qualitative data may combine the two forms of data to seek conversance or similarities among the results (Creswell, 2009). In some cases the results of the data so discussed is with support of the literature reviewed. The analysis either confirmed or contradicted some reviewed literature.





### **3.9 Limitations of the Study**

Considering the fact that limitations are inevitable in every research to be carried out, one of the limitations of this study was that making a comparison of economic productivity between the physically challenged and the non-physically challenged with respect to three different crafts produced during the analysis stage was quite challenging. This was because each of these crafts required different raw materials for production, and had entirely different prices.

Again, in accessing the quality of crafts produced by disability status, the study sought for the views of only the craft workers leaving out the views of buyers of craft from the two groups of craft workers. This study later thought that the views of the buyers would have been very important since they are the end users of the crafts, they could have been in a better position to ascertain the quality or otherwise of these crafts. The other limitation of the study is that the results or the findings of the study cannot be generalized beyond those craft workers who produce the types of crafts that were covered in this study.



## CHAPTER FOUR

### RESULTS AND DISCUSSIONS

#### 4.1 Introduction

The presentation, analysis and discussions of the results of the findings of this study are in line with the research objectives, research design and the conceptual framework.

#### 4.2 Socio – Demographic Characteristics of Respondents

Table 4.1 presents a description of the socio-demographic characteristics of the 200 respondents in the survey of which 100 were physically challenged and other 100 were non-physically challenged craft workers.



**Table 4.1 Socio-demographic characteristics**

<b>Variables</b>	<b>Category</b>	<b>Abled: No (%)</b>	<b>Disabled No (%)</b>	<b>Total: No (%)</b>
<b>Sex</b>	Male	61 (30.5)	89 (44.5)	150 ( 75)
	Female	39 (19.5)	11 (5.5)	50 (25)
<b>Education</b>	No formal education	62 (31)	56 (28)	118 (59)
	At least primary level	38 (19)	44 (22)	82 (42)
<b>Age</b>	20 and below	43 (21.5)	38 (19)	81 (40.50)
	21 and above	57 (28.5)	62 (31)	119 (59.2)
<b>Marital Status</b>	Currently single	30 (15)	32 (16)	62 (31)
	CurrentlyMarried	70 (35)	68 (43)	138 (69)
<b>Residential Location</b>	Urban	17 (8.5)	42 (21)	59 (29.5)
	Semi- urban	61 (30.5)	37 (18.5)	98 (49)
	Rural	22 (11)	21 (10.5)	43 (21.5)
<b>Business Location</b>	Urban	60 (30)	80 (40)	140 (70)
	Semi- urban	28 (14)	14 (7)	42 (21)
	Rural	12 (6)	6 (3)	18 (9)
<b>Dependents</b>	4 and below	71 (35.5)	70 (35)	141(70.5)
	5 and above	29 (14.5)	30 (15)	59 (29.5)
<b>Religious Background</b>	Christianity	75 (37.5)	84 (42)	159 (79.5)
	Islam	16 (8)	10 (5)	26 (13)
	Traditional	9 (4.5)	6 (3)	15 (7.5)
<b>Primary Occupation</b>	Artisan	79 (39)	80 (40)	159 (79.5)
	Farming	12 (6)	15 (7.5)	27 (13.5)
	Trading	4 (2)	5 (2.5)	9 (4.5)
	Others	5 (2.5)	0 (0)	5 (2.5)
<b>Secondary Occupation</b>	Artisan	13 (6.5)	7 (3.5)	20 (10)
	Farming	8 (4)	28 (14)	36 (18)
	Trading	22 (11)	15 (7.5)	37 (18.5)
	Construction	1 (0.5)	2 (1)	3 (1.5)
	None	56 (28)	48 (24)	104 (52)



Table 4.1 indicates that majority of the craft workers (75%) in the study were males. With respect to level of education many of the craft workers(59%) have not had any form of formal education. More so, the results reveal that 59.2% of the craft workers were above the average age of 21 years. The table further reveals that 69% of the craft workers were married. Though 49% of the craft workers live in semi- urban areas of the study region, 70% of them have their businesses located at the urban centre.

With regards to number of dependents as showed onTable 4.1, the average number of dependents was four for many of the craft workers (70.5%). In the area of religion, most of the craft workers (79.5) were Christians. The results also showed that majority of the respondents (79.5%) engaged in craft work as a primary occupation, while 10% of them engaged in craft production as a secondary occupation. In addition to the respondent characteristics illustrated in Table 4.1 the results also show that 85% of the craft workers were Gurunne speaking people.

#### **4.3 Nature of Crafts produced by disability status**

Majority of the craft workers, 27.5% non-physically challenged and 21% physically challenged (48.5) as showed in the graph below were cobblers, while 18% non-physically challenged and 15% physically challenged (33)produced other crafts. Here, the other crafts produced include: basket weaving and leather works.



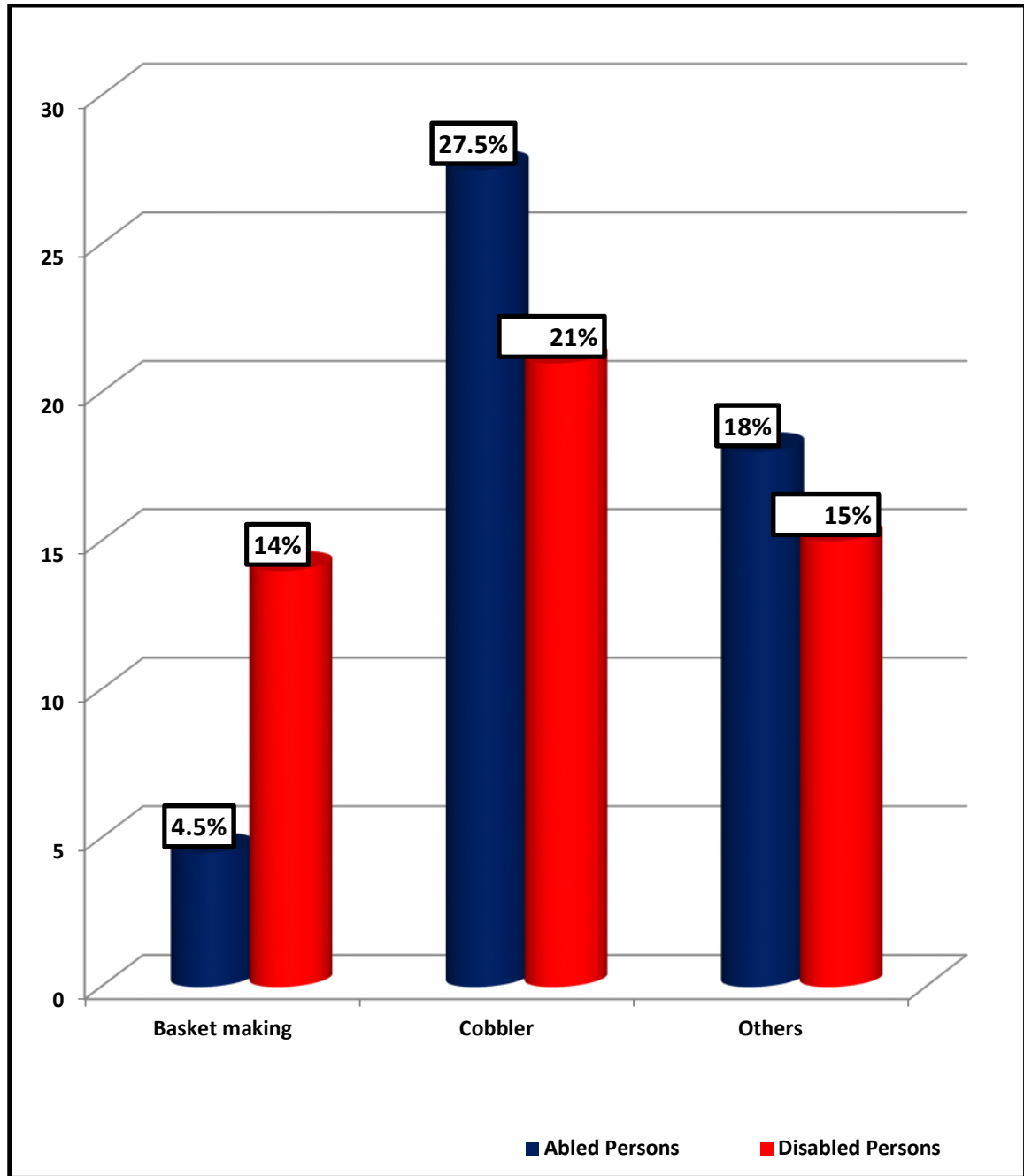


Figure 4.1 Nature of Crafts Produced by Disability Status

#### 4.4 Output produced by Disability Status.

Table 4.2 presents the results on the output produced by craft workers. The results have been analyzed in relation to disability status of the respondents. Frequencies and percentages have therefore been presented for the abled (those who are not physically challenged) and the disabled (the physically challenged). The P-values of the chi-square analysis have also been presented to illustrate if the differences observed between the abled and disabled are indeed statistically significant.

**Table 4.2 Indicators of output produced by disability status**

Variable(s)	Category	Frequency			P-values
		Abled	Disabled	Total	
Products produced per week per person	1	8	5	13	0.01
	2	17	41	58	
	>2	51	78	129	
Total quantity of products sold per week Per person	1-2	26	51	77	0.01
	3-4	22	49	71	
	>4	25	27	52	

**Statistical significance was determined using 5% (0.005) significance level**



Based on the results on total output produced per week, and total quantity of craft work sold per week as illustrated on Table 4.2, it could be concluded that the physically challenged produces more and sell more products per week than their non-physically challenged counterparts. One could then conclude that the physically challenged produce more crafts than their non-physically challenged counterparts in the Arts and Craft industry in the Bolgatanga Municipality. The chi-square analysis shows that these observed differences were statistically significant ( $P < 0.05$ ). This finding contradicts the view held by the sheltered employment model for persons with disabilities (Kregel and Dean, 2002). The sheltered employment model for persons with disabilities assumes that people with disabilities are less productive as they produce less than workers without disabilities, and are often paid a wage that is a fraction of wages given other workers (sometimes called a "subminimum wage") (Blanck et al. 2003). The view on the sheltered employment model is equally held by Kregel and Dean (2002) as they perceived PWDs as producing less and are thus less economically productive and therefore attracts less pay in terms of wage.

A qualitative interaction session, confirmed the findings on the difference on output by disability status. It came out that the physically challenged are able to weave baskets that are twice the number woven by the non-physically challenged in a given time.

*“The physically challenged can take “double order” weaving consignment and are able to finish even before some abled craft workers who take “single order” weaving consignment”* (the manager of “Alaffia” Community Empowerment and Preserving Traditional Knowledge Basket Weaving Ware House- Zaare).

He further explained that the physically challenged ability to produce more output is attributable to the fact that they are more committed to the job as a major source of livelihood as compared with the non-physically challenged who mostly engage in weaving



as a secondary occupation. He added that the physically challenged movement and involvement in other social activities especially while at work is limited and this gives them more time to produce.

*“The physically challenged engage in craft production as a main occupation, unlike many of the non-physically challenge who do crafts as a secondary occupation”*

Other reasons that came up during the qualitative interactions that motivate the physically challenged to produce more products is the availability of ready market the sale for their products. There is an international market at Sweden, Denmark, and United States America for the sale of the products of the physically challenged who weave according to specifications given. These ready markets motivate the physically challenged crafts workers to produce more. In addition, the training provided for the physically challenged to upgrade their skills and experiences in weaving also enable them to produce fast.

*“My association has secured markets at Sweden, Denmark and United States America where we buy and export baskets from our members who weave according to specifications given”* (The project manager for Ghana Society of the Disabled- Bolgatanga).

He explained that the demand for crafts from the foreign markets motivate their members (the physically challenged) to strive to produce more.

#### **4.5 Quality of products produced by Disability Status**

Table 4.3 shows the indicators for the measurement of quality of craft produced by disability status.





**Table 4.3 Quality of crafts produced by disability status**

Variable (s)	Category	Frequency			P-value
		Abled	Disabled	Total	
<b>Perceived life span of products</b>	1 - 2 years	42	51	93	0.014
	3- 4 years	17	35	52	
	>4 years	23	32	55	
<b>The price per unit of craft work</b>	2- 3 cedis	41	29	70	0.012
	4-5 cedis	46	50	96	
	>5 cedis	13	21	34	
<b>Total value of sales per week</b>	5 cedis	22	12	34	0.029
	10 cedis	43	61	104	
	>10 cedis	27	35	62	
<b>Profit from the sale of one unit of craft work</b>	5 cedis	56	42	98	0.01
	6- 10 cedis	16	40	56	
	>10 cedis	18	28	46	
<b>Level of satisfaction with product</b>	High	11	2	13	0.01
	Very High	70	83	153	
	Low	28	6	34	

**Statistical significance was determined using 5% (0.005) significance level**

From Table 4.3, majority of the craft workers 93 constituting (42 non-physically challenged and 51 physically challenged) had the perception that their products could last between 1-2 years. With regards to price per unit of output, 96 comprising (46 non-physically challenged and 50 physically challenged) indicated that a unit of their product



goes for an average price of 4-5 Ghana cedis for majority of the respondents. In assessing the total value of sales per week, 104 (43 non-physically challenged and 61 physically challenged) been the majority said they obtain an average income of 10 Ghana cedis. 98 of the craft workers (56 non-physically challenged and 42 physically challenged) indicated that they make an average profit of Gh 5.00 on the sale of one unit of their output. However, 40 and 16 of the physically challenged and the non-physically challenged respectively make a profit of between 6-10 Gh.

In measuring craft workers level of satisfaction for their output, 70 non-physically challenged and 83 physically challenged indicated that they have very high satisfaction for their output. The P Values of 0.014, 0.012, and 0.029 (all PVs < 0.05) have showed that there is significant difference between the non-physically challenged and the physically challenged with respect to perceived life span of their crafts, the price per unit of output and total value of sales per week respectively.

The P Value of 0.001 (PV < 0.05) also shows that there is significant difference between the physically challenged and the non-physically challenged when it comes to the amount of profit made on one unit of output.

The physically challenged make an average profit per unit of an output (basket) which is slightly higher than the non-physically challenged. The qualitative results revealed that many of the physically challenged sell their products to their leadership at an international fair trade price for export. This price is often higher than the price obtained for products sole at the local market. Since many of the non-physically challenged sell their produce at the local market, most of the physically challenged make more profit on their output than the non-physically challenged.



*“I pay my workers (Physically challenged and non-physically challenged) international fair trade price (GH¢ 25.00)per a traditional model basket woven according to specifications given”.* (An exporter of baskets, and leather works- Zaare, physically challenged leader- Bolgatanga).

The exporter of crafts and PWDs leader explained that many of the non-physically challenged and some physically challenged however obtain between Gh15 -16 cedis per a traditional basket at the local market.

The finding from this study that the physically challenged make an average profit which is higher than those of the non-physically challenged contradicts results from the 2006 American Community Survey (ACS) which revealed significant disparities in the median incomes ( profits) for those with and without disabilities. It found that Median earnings for people with no disability were over \$28,000 compared to the \$17,000 median income reported for individuals with a disability (U.S. Census Bureau, 2006).

On the bases of the finding, one could conclude that the products of the physically challenged are of better quality compared with the products of the non-physically challenged.

In conformity with the conclusion drawn from the finding obtained from the analysis of the quantitative data regarding the quality of products produced by disability status, qualitative data revealed that the physically challenged produce products that are of better quality compared with the non-physically challenged. It was indicated that the physically challenged are more committed to the production of crafts and do it well so as to sustain their major source of livelihood as compared with the non-physically challenged many of whom do not engage in craft production on full time bases.



An informant who gives weaving consignment to the physically challenged and the non-physically challenged indicated,

*“From my experience the products of the physically challenged are of better quality”.* (The manager of “Alaffia” Community Empowerment and Preserving Traditional Knowledge Basket Weaving Ware House- Zaare, A retailer of baskets - Daporetidongo)

The manager further explained that the physically challenged mostly do craftwork as a main and only business and as such they are more committed and do it well so as to sustain their source of livelihood.

*“The physically challenged mostly engage in crafts production as a main and only business and so they do it well so as to preserve their source of livelihood.”*



#### 4.6 Efficiency of production by disability status.

Table 4.4 shows the indicators for the measurement of efficiency of production of crafts.

**Table 4.4 Efficiency of Production by Disability Status**

Variable(s)	Category	Frequency			P-value
		Abled	Disabled	Total	
Time spent per unit of output	1 day	27	35	62	0.014
	2 day	23	35	58	
	3 days and above	50	30	80	
Cost of raw materials per unit of output	5 cedis	25	34	59	0.369
	10 cedis	40	34	74	
	15 cedis and above	35	32	67	
Labour per unit of output	Sole producer	54	84	138	0.01
	Employee	46	16	62	

**Statistical significance was determined using 5% (0.05) significance level**

From Table 4.4, majority of the craft workers 80 (50 non-physically challenged and 30 physically challenged) spend 3 days and above in producing one unit of output. With regards to the cost of raw materials used in producing one unit of output, 40 and 35 of the non-physically challenged and the physically challenged use an average of Gh10.00 worth of raw materials in producing one unit of output respectively. The P Values of 0.014 ( $PV < 0.05$ ) statistically proved that there is significant difference between the non-physically challenged and physically challenged with respect to the length of time spent in producing one unit of output. However, the PV of 0.369 ( $PV > 0.05$ ) statistically proved that there is

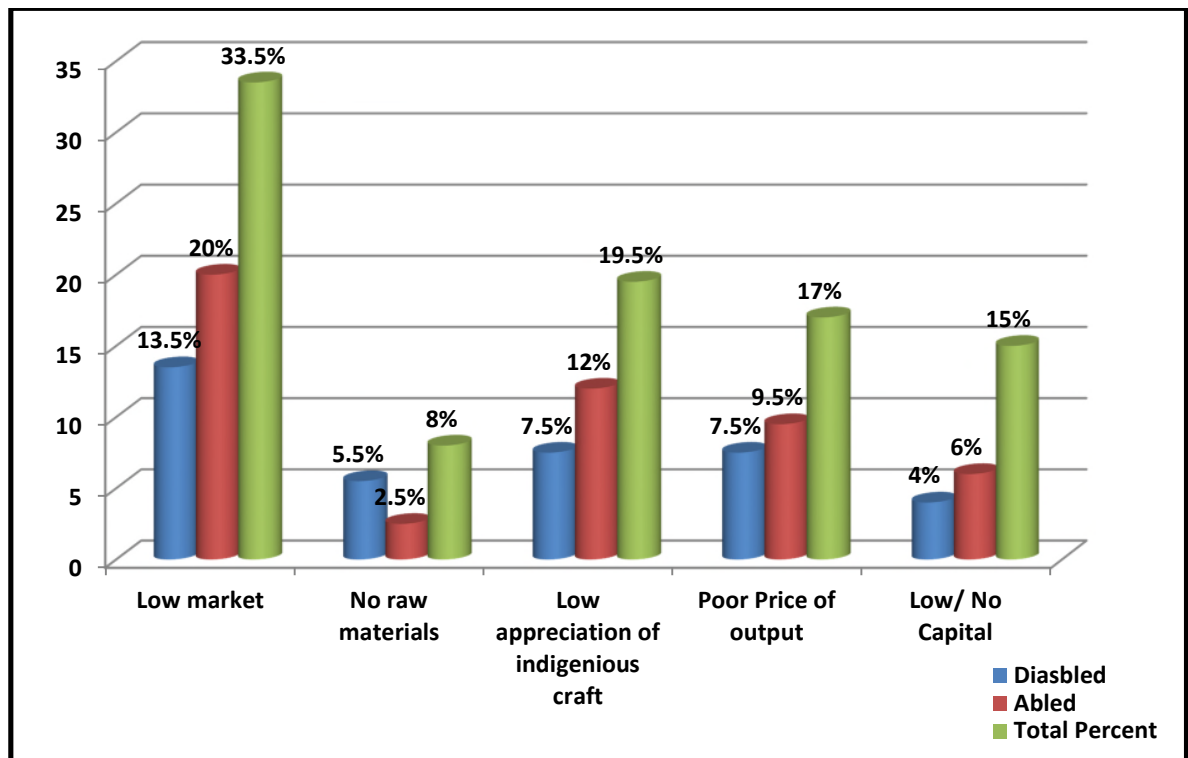


insignificant difference between the non-physically challenged and physically challenged with respect to the cost of raw materials used in producing one unit of output. The results also showed that many of the craft workers 138, majority of who are the physically challenged (84) are sole producers. The P Value of 0.01 ( $PV < 0.05$ ) shows that there is significant difference between the non-physically challenged and physically challenged when it comes to doing craft work as sole producers. The findings showed that more of the physically challenged than the non-physically challenged are sole producers. On the basis of this finding; the physically challenged are more efficient in production compared with the non-physically challenged since they use less labour, less time and yet produce more crafts than the non-physically challenged.

#### 4.7 Factors that affect Productivity of the Craft industry

##### 4.7.1 Factors Affecting Output Produced

Figure 4.2 shows factors that adversely affect productivity of the craft industry.



**Figure 4.2 Factors that adversely affect productivity of the craft industry**

In soliciting answers to the question on factors affecting productivity of the craft industry, some multiple responses were allowed. Each of the factors was scored out of 100%.

Figure 4.2 reveals that a third of the craft workers (33.5%) indicated non availability of markets for the sale of crafts as a negative factor affecting their output levels. The results from the data therefore suggest that, the issue of inadequate markets is the leading factor negatively affecting quantity of outputs produce. Though leadership of the physically challenged indicated that currently the craft industry is sustained by foreign markets and that they have secured foreign markets for the sale of the products of their members, it is evident here that more of the physically challenged (20%) still cited inadequate market as a challenge as against 13% of the non-physically challenged who cited non- availability of market as a challenge to output. One could therefore conclude it is possible many of the physically challenged do not get the opportunity to sell their products to their leadership for export.

These findings on inadequate markets for craft products confirms Schortman & Urban, (2004) view when they found there are less skillful managers for expanding the market share for crafts (Schortman & Urban, 2004). Again, Schortman & Urban, (2004) found that though handicrafts are highly produced in less developed countries, they are more patronized in developed countries (Schortman & Urban, 2004). This accordingly implies that if a producer does not have the capacity to export his or her products to the developed world, his or her market may be limited and this may negatively affect the quantity produced.



Figure 4.2 also reveals that 19% of the crafts workers indicated low appreciation of crafts by indigenes as a challenge. Crafts are mostly not bought and used by the traditional people. This negatively affects the quantity of crafts produced and sold.

*“Lack of patronage of crafts by the local people is an attitudinal problem; patronage of crafts is mainly by foreigners”.* (Regional project manager of Ghana society of the disabled).

Again, 10% of the respondents cited low capital as a challenge to output. Low capital of producers affects productivity of the craft industry. Weavers in particular find it difficult to obtain capital to buy the needed materials for production. Subsequently, craft workers obtain Poor prices for their output. These prices are often pre -determined by customers who give orders for baskets to be woven and provide the raw materials for the work because of the weavers’ inability to buy the raw materials themselves due to low or no capital.

*“It is difficult in getting capital to start businesses particularly with respect to the physically challenged after they have received training on basket making”* (the regional project manager of Ghana Society of the disabled).

*“I do not have enough capital which negatively affects the quantity of products I produce since I am unable to buy enough raw materials particularly when the raw materials are in season and are cheaper”* (a physically challenged weaver).

The physically challenged weaver explained that even when demand for baskets is on the increase, he is unable to increase the quantity of baskets he weaves which negatively affects his profits.





*“Financial institutions are not willing to invest in basket weaving”* (An officer at the Department of Community Development- Bolga).

According to the officer, efforts to secure capital from financial institutions for the women weaving group to expand their production has failed.

Some of the craft workers (17%) indicated poor prices for their output as a negative factor that affects their productive capacity. It came out that, retailers in particular take advantage of the abundance of crafts (baskets and leather works) in the local market to offer prices that are sometimes even below the production cost of such crafts.

During a qualitative session, it was revealed that the poor prices for crafts result from the inability of craft workers to form a union to have a united voice to determine the price of their output at the local market. This gives power to buyers of crafts to dictate prices which are often too low.

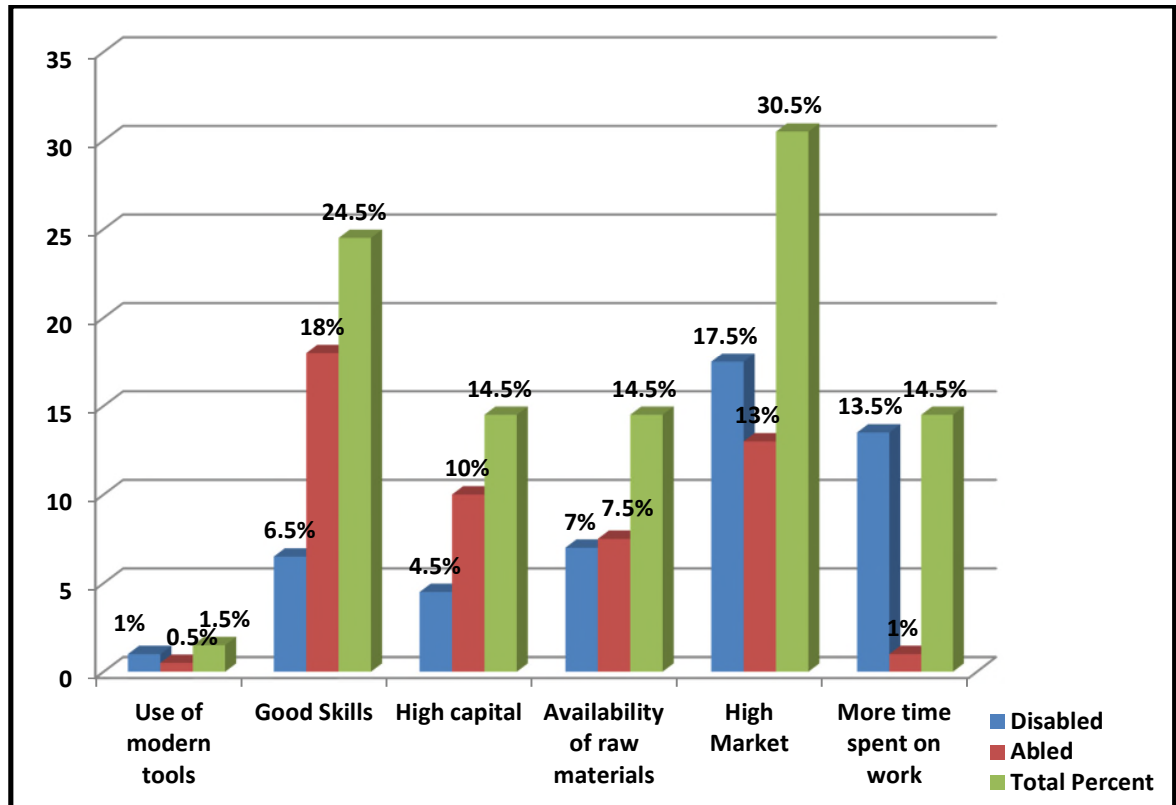
*“lack of price control mechanism for crafts make buyers or retailers of craft products take advantage of the abundance of craft work (baskets, leather works) in the market to pay low price for crafts which affect the profits and in some cases the capital of producers”* (An officer at the department of community development, leader-PWDs - Bolga).

*“In some cases, I am compelled to sell my basket at a price which is below the cost of production just to buy food for the family”* (A basket weaver - Z.aare).

The study sought to find out from the craft workers what factors they thought could promote the quantity of craft work that they produce. The results from Figure 4.3 reveals that majority of the respondents (30.5%) indicated the availability of market or patronage as a factor that could enhance output. This means that if patronage is high producers will be



motivated to produce more in terms of quantity. Meanwhile, 25.0% indicated that one's natural and acquired skills help to promote how much of output one could produce.



**Figure 4.3 Factors that could increase output**

Figure 4.3 also reveals that, 13.5% constituting the majority of the non-physically challenged indicated they spent more on producing crafts, while 1% of the physically challenged indicated they spent more time on producing crafts. This means that time is not an issue to the physically challenged in production. This buttresses the fact established during interview interactions that many of the physically challenged engage in the craft business as a main occupation and as such are more committed and turn to spend more time on work, and also that their less involvement in other social activities gives them more time to work.



#### 4.7.2 Factors Affecting Quality of Crafts Produced.

Figure 4.4 shows the factors that positively affect the quality of crafts produced.

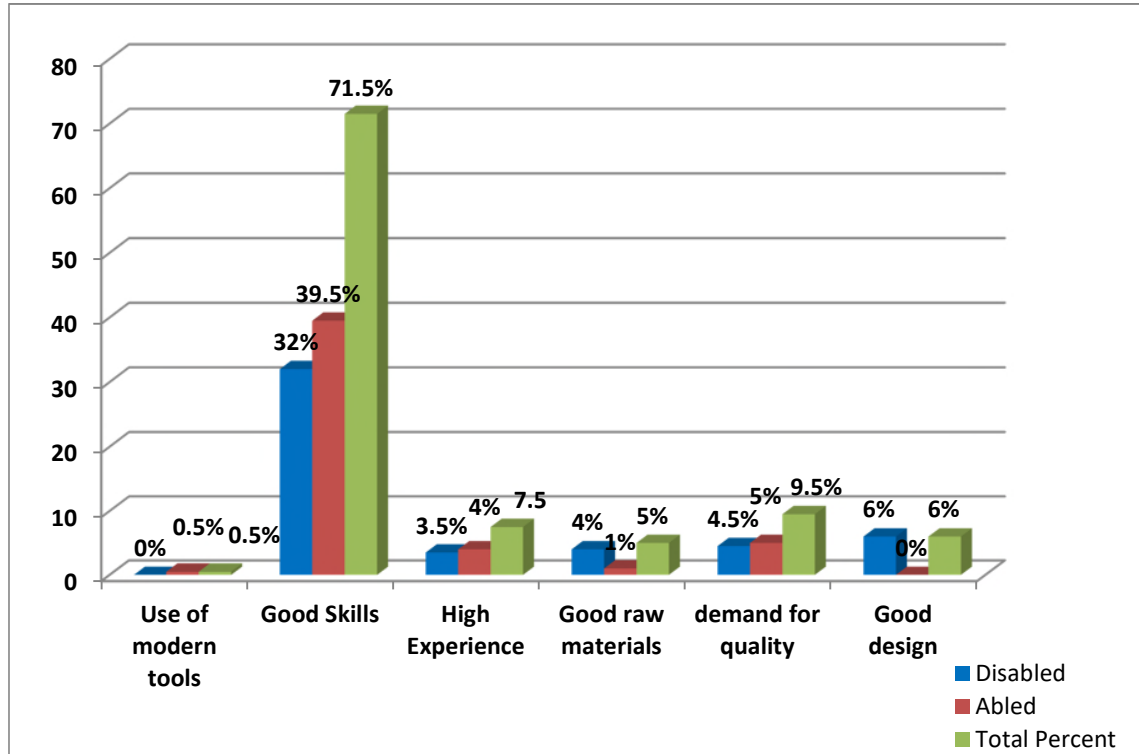
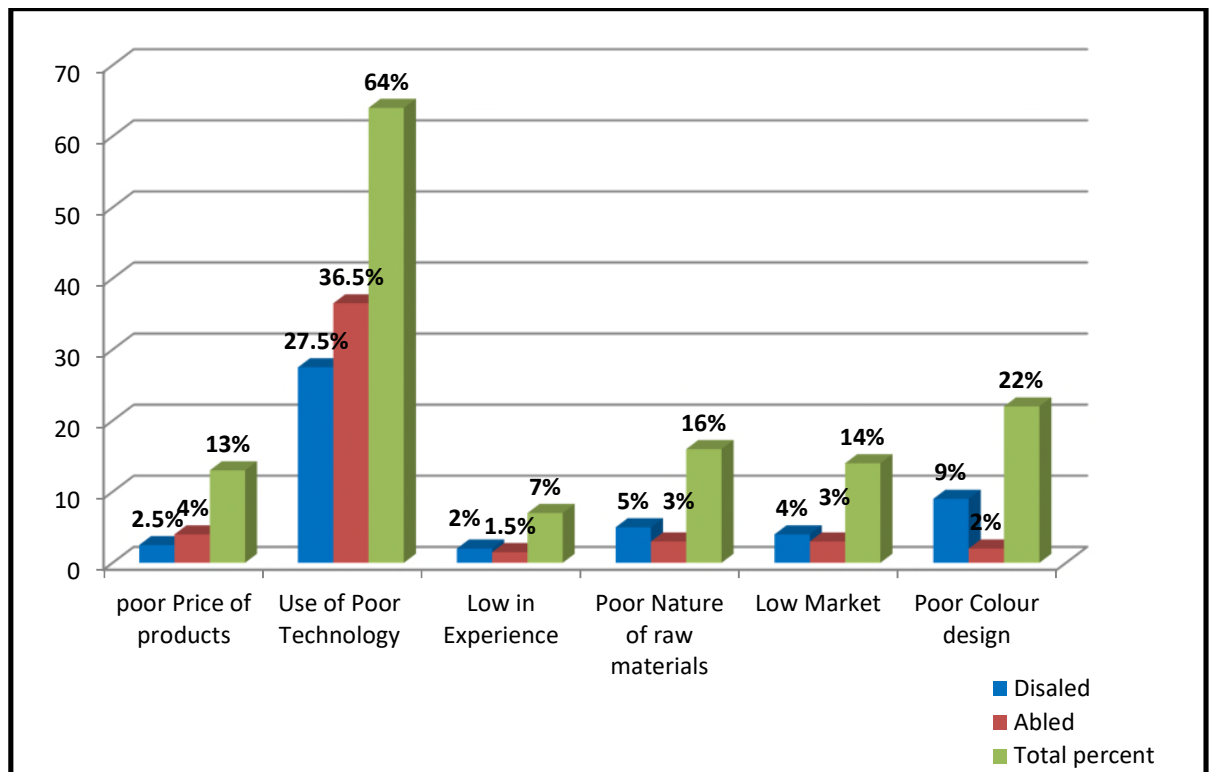


Figure 4.4 Factors that positively affect the quality of output produce

From figure Fig. 4.4, majority of the respondents(71.5%) (32% non-physically challenged and 39.5% physically challenged) cited natural and acquired good skills of a craft worker as a factor that promote quality of products produced. Meanwhile, 0.5% of the craft workers being the least in number indicated the use of modern tools or technology as a factor that promotes the quality of output. This result contradicts findings of Mokyr (2004) which indicates that the use of technology determines the maximal quality of output that can be reached. It has been established that the use of modern technology in production processes promote the production of products that are of better quality (Mokyr, 2004). However, this view does not hold for craft production possibly because of the nature of the craft that is being produced.



The view of the craft workers regarding the role of modern technology in promoting the quality of output is an indication that majority of the craft workers still rely on the use of old technology for production.



**Figure 4.5 Factors that negatively affect the quality of crafts produce**

The results in Fig. 4.5 show that, 64% (27.5% non-physically challenged and 36.5% physically challenged) of the respondents being the majority indicated poor or old technology with regard to the tools and raw materials used as a negative factor that affect the quality of products. This supportsMokyr (2004) indication that the use of modern technology determines the maximal quality of output that can be attained. Color design or pattern of the craft (basket) came out as the second factor with 22% of respondents citing it. In basket making in particular, the colors used and the pattern of the colors on the basketconstitute a significant measure of quality.



This was confirmed during an interview session when an informant revealed that, colors are very important in basket making and as such their association undertakes a study to know which colors or designs are preferred in which season in a particular country. In addition, in responding to a question on what is the measure of quality, there was a consensus among three informants when they indicated color as an important element to look out for as a measure of quality. In instances where some weavers use inappropriate colors, the quality of their output is affected which negatively affect the patronage of such baskets.

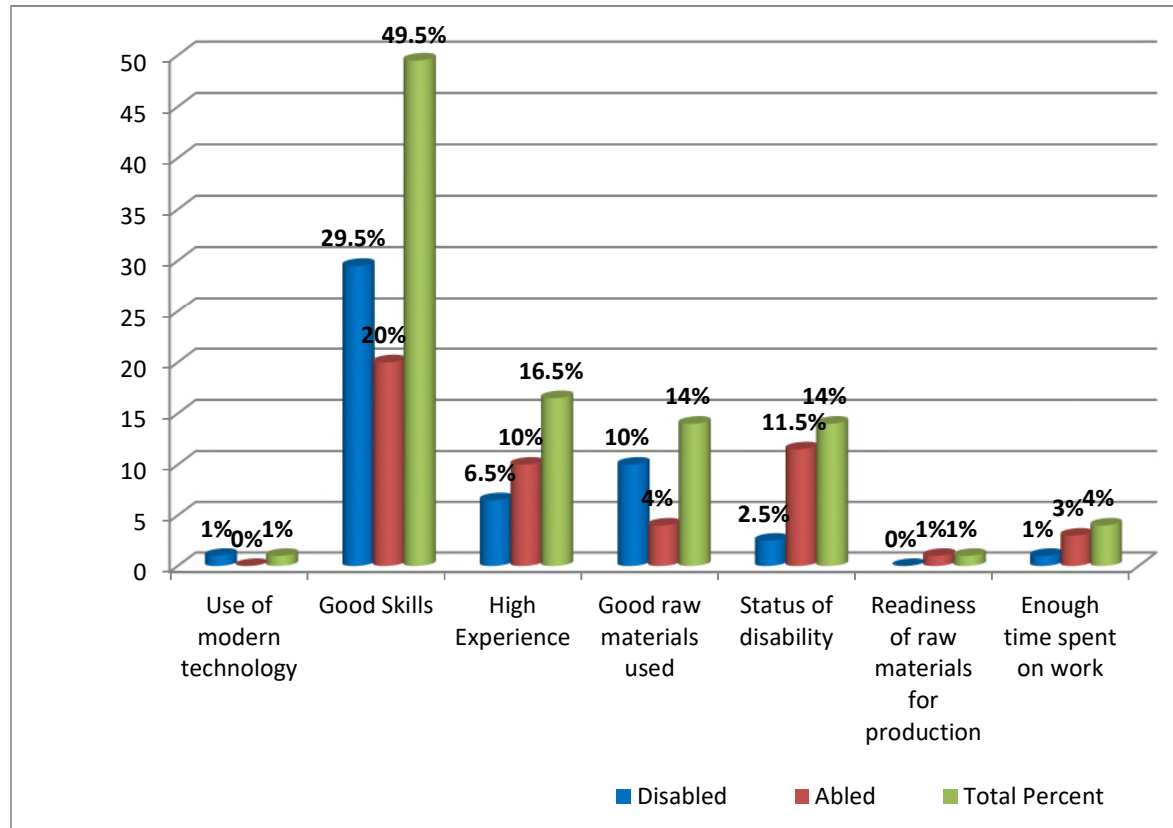
*“Colors are very important in baskets making, as a result, my association undertakes studies to know which colors are buyable and in which season at the different foreign markets”. “My association also organizes training on coloring once in a year for our members”*(Project manager of Ghana Society of the Disabled- Bolgatanga).

*“If a weaver chooses colors that are not on demand, such a person may not be able to sell his products”*(An officer of the Department of Community Development -Bolga).



#### 4.7.3 Factors Affecting the Efficiency of Craft Production.

Figure 4.6 shows factors that positively affect the efficiency of crafts production.

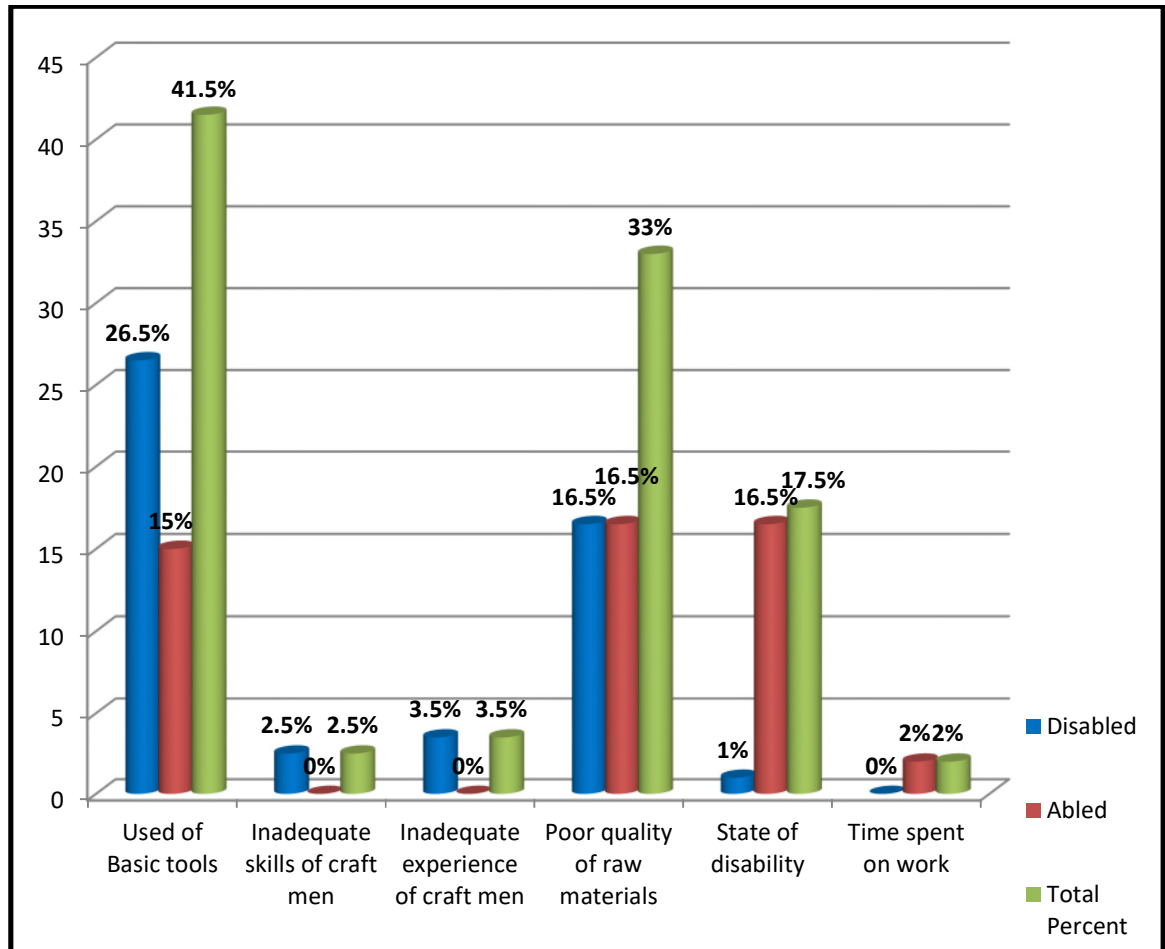


**Figure 4.6 Factors affecting the efficiency of crafts production**

From Fig. 4.6, it is evident that, natural and acquired good skills of crafts workers contribute significantly to promoting the amount of time spent in producing a unit of craft. This was indicated by 49.5% of the respondents (29.5% non-physically challenged and 20% of the physically challenged). Meanwhile, 1% of the craft workers cited the use of modern technology as a factor that enhances the time spent in producing one unit of output. This again is an indication that majority of the craft workers (99%) rely on the use of old technology which result in spending more time in the production of one unit of output. Meanwhile, Bediako (2013) found that the use of modern technology ensures the



efficiency of production. The nature of craft produced could account for the difference in the findings on the effect of the use of modern technology and the efficiency of production.



**Figure 4.7 Factors that negatively affect the time spent in producing one unit of output**

Fig 4.7; shows that, 42.0% of the respondents being the majority indicated the absence of modern tools as a negative factor affecting the length of time spent in producing one unit of output. Some of the craft workers indicated that they still depend on manual preparation and processing of raw materials (straw and leather) for production. In a similar opinion, the leather workers also complained that the tools they use do not speed up work. This according to them negatively affect the time they spend in producing one unit of output. The results also show that 16.5% of the physically challenged revealed that their state of



disability negatively affects the time spent in producing one unit of output. This was peculiar with those who have some form of defects on their hands or fingers. The cobblers and basket weavers who had some defects on their hands indicated that they easily get tired weaving or using tools to sew sandals and most often would have to stop to take a rest.

The results of the study also revealed that 79% of the craft workers (39.5% non-physically challenged and 36.5% physically challenged) indicated that the raw materials for production are expensive. This is attributed to the fact that most of the raw materials for the cobblers and weavers alike are brought mainly from Kumasi for retail. The straws produced in the Upper East Region are strictly for the production of hats, while those for baskets and dye are imported from Kumasi and Nigeria respectively. Thus the high cost of production, with poor price for output negatively affects productivity.

*“The straws produced in the Upper East Region are strictly for the production of hats, while those for baskets (straws) and dye are imported from Kumasi and Nigeria respectively”. “The importation of these materials contributes to making them expensive”* (the regional project manager of Ghana Society of the disabled).

Though 100% of the craft workers buy the raw materials for production, majority of them (57%) admitted that these raw materials are easily accessible to them.

The production of old or outmoded models of craft work (baskets and leather work) is yet another factor that negatively affects production in the Arts and craft industry. These models of products attract low sales, and low prices which do not motivate producers to produce. In addressing this problem, the physically challenged in particular have been trained on 16 new models of baskets that are more attractive than the traditional model of baskets. These new baskets take fewer raw materials (straw and color) to weave than the





old model and yet sell at the same average price of GH¢16.00 compared to the traditional model of baskets at the local market. Some the non-physically challenged who are workers of a private business man in crafts trade also receives training on weaving of new models of baskets that are more buyable.

Inaccessibility of business location of some craft workers to prospective customers is a challenge. Some business locations are hidden from customers but producers are compelled to be at such locations in order to take advantage of already existing structures for which they do not have the capital to construct in an area that will be more accessible to prospective customers. This concern was peculiar to the physically challenged. On the factors that affect productivity of the craft industry, there was a consensus that these challenges affect both the physically challenged and non-physically challenged craft workers.

Attendance to funerals was also noted to be a factor that works against the time available for production by craft workers. During week-ends especially in the dry season, many workers attend funerals and as a result some are unable to produce the quantity of output expected. If any worker was found working, it meant that such a person was not mourning. In order to avoid, this many of the workers do not work any time there is a funeral

*“Whenever there is a funeral, no body weaves as if one does, he or she is blamed for not mourning”*( the manager of Alaffia Community Empowerment and Preserving Traditional Knowledge Basket Weaving Centre - Zaare).

Financial support by African Development Fund and government of Ghana through the National Youth Organization model and the availability of foreign markets for craft



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products (baskets and leather works) are however the factors that positively affect productivity of the craft industry.

Some monies are given from Africa Development Fund, which is mostly used to organize training on basket weaving.



## CHAPTER FIVE

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 5.1 Introduction

This chapter presents a summary of the findings, conclusions drawn from these findings and recommendations made based on the research findings in order to promote productivity of the Arts and craft industry. The summary, conclusions and recommendations are all in line with the research objectives which are reflected in the findings of the study.

#### 5.2 Summary

The main objective of this study was to examine how the productivity of the physically challenged differs from that of the non-physically challenged in the Arts and craft industry and the factors that explain this difference in productivity. To be able to answer these objectives, the study examined the level of output of the physically challenged in relation to the non-physically challenged in the Arts and craft industry; assessed the quality of crafts produced by the physically challenged as compared to those produced by the non-physically challenged in the Arts and craft industry; analyzed how the efficiency of production of the physically challenged differ from the non-physically challenged in the Arts and craft industry and examined the factors that affect the productivity of the physically challenged as compared to the non-physically challenged in the Arts and craft industry.

On the first objective: examining the level of output of the physically challenged in relation to the non-physically challenged in the Arts and craft industry, the findings from the data suggest that the physically challenged in the Arts and craft industry in the



Bolgatanga Municipality produce more output than their non-physically challenged counterparts and these results were statistically significant.

In examining quality of products produced by disability status, perceived life span of products, the price per unit of output, total value of sales, average profit per unit of craft and level of satisfaction for output were used as indicators for the measurement of quality of crafts. The study results revealed that there is significant difference between the non-physically challenged and the physically challenged with respect to perceived life span of their products, the price per unit of output, total value of sales per week, and profit margin respectively. The findings of the study however showed there is no significant difference in the cost of raw materials used in producing one unit of output between the physically challenged and the non-physically challenged. In the end, the results suggest that, the products of the physically challenged are of better quality.

In assessing the efficiency of production by the physically challenged and the non-physically challenged, the findings of the study showed that more of the physically challenged spend less time in producing one unit of output. This is because many of the physically challenged receive more training which improves upon their skills in weaving.

On objective four, lack of or inadequate capital, poor prices for craft products at the local market, high cost of raw materials, inadequate markets/Low appreciation of craft products by indigenes, production of old or outmoded models of craft work (baskets and leather work), unwillingness of financial institutions to invest in basket weaving, inaccessibility of business locations, time constrain, financial support, availability of foreign markets reflect current factors that are affecting productivity of the physically challenged as compared to the non-physically challenged in the Arts and craft industry. The key informants held a



consensus view that these challenges affect both the physically challenged and the non-physically challenged craft workers.

### **5.3 Conclusion**

This study examined the extent to which the productivity of the physically challenged differ from the non-physically challenged in the Arts and Craft industry in the Bolgatanga Municipality and the factors that explain this difference in productivity.

The findings of this study revealed that the physically challenged are more productive as compared to the non-physically challenged in the Arts and craft industry in the Bolgatanga Municipality. The Arts and crafts trade requires a high level of both natural and acquired skills of which both the physically challenged and the non-physically challenged craft workers have, however, the physically challenged craft workers demonstrate higher level of commitment to craft production, receives more training to up-grade their skills on craft production, some of them receive raw materials ( straw and color) from their Association for production, which is financed by the African Development Fund and have the advantage of been paid international fair trade prices for their products. These prices are higher than those many of the non-physically challenged obtain for their products at the local market. This has contributed to making the physically challenged more productive in the Arts and craft industry in the Bolgatanga Municipality.

Poor prices for craft products at the local market, inadequate capital for starting or expanding production, low appreciation of crafts by the indigenes or the local people, the production of old or outmoded models or designs of crafts(baskets and leather work), high cost of raw materials,time constrain, financial support by the African Development Fund and the Government of Ghana for trainings on the production of crafts ( baskets) and the availability of foreign markets at United States of America, Demark, Sweden, South France



for the sale of crafts particularly those of the physically challenged reflect the current factors that are affecting the productivity of the physically challenged and the non-physically challenged craft workers in the Arts and craft industry in the Bolgatanga Municipality.

#### **5.4 RECOMMENDATIONS.**

Based on the findings of the study, the researcher makes the following recommendations which could help enhance the productivity of the physically challenged and non-physically challenged craft workers in the Bolgatanga Municipality.

- Concerted effort should be made by the Municipal Assembly and the leadership of the physically challenged and non-physically challenged craft workers to unionize the craft workers.
- The government of Ghana, the Municipal Assembly and the leadership of the physically challenged and non-physically challenged craft workers should work to facilitate access to credit for the craft workers.
- The leadership of the physically challenged and non-physically challenged craft workers should liaise with the Municipal Assembly to institute crafts festivals, exhibition or shows and to educate the indigenes, or the local people and the public in general on the need to patronize crafts.
- The leadership of the physically challenged and non-physically challenged craft workers should liaise with the Municipal Assembly, in partnership with state holders at the international markets to provide more training on the production of new designs and models of baskets, leather products which are more attractive and easily marketable.



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- The Municipal Assembly and the leadership of the physically challenged and non- physically challenged craft workers should work towards expanding or exploring more foreign markets for the export and sale of crafts.
- The craft workers should up-grade their skills in the production of new or modified designs and models of crafts that are more attractive and easily marketable.



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**APPENDICES**

**APPENDIX 1**

**INTRODUCTORY LETTER**

SERIAL NUMBER.....

UNIVERSITY FOR DEVELOPMENT STUDIES- WA CAMPUS

FACULTY OF PLANNING AND LAND MANAGEMENT

DEPARTMENT OF GOVERNANCE AND DEVELOPMENT MANAGEMENT

TITLE:

A COMPARATIVE STUDY OF THE PRODUCTIVITY OF THE PHYSICALLY CHALLENGED AND THE NON-PHYSICALLY CHALLENGED IN THE ARTS AND CRAFT INDUSTRY IN THE BOLGATANGA MUNICIPALITY.

**QUESTIONNAIRE FOR ARTS AND CRAFT WORKERS**

I am Monica AyampokaAbusambire, a final year Master of Philosophy in Development Management Student of the University for Development Studies, Wa Campus. I am undertaking a study on: The Productivity of Persons engaged in the Arts and Craft Industry in the Bolgatanga Municipality of the Upper East Region. The study seeks to compare the productivity of the physically challenged and the non-physically challenged in the Arts and craft industry in order to determine which of these people are more productive and what factors account for this difference in productivity. This study is part of fulfillment for the award of a Master of Philosophy Degree in Development Management. Though this study is for educational purposes, your readiness to respond appropriately will make its outcome beneficial for advancing the need for the economic inclusion the physically challenged and



the enhancement of the craft business sector in general. This questionnaire is being administered to people involved in Arts and Craftwork and you are involved in answering the questionnaire because you work in the Arts and craft industry. I wish to assure you that your identity and whatever information you provide will be made confidential. Your participation in this research will not cause you any form of physical harm, except the time you will spend in providing responses to the questionnaire. The administration of the questionnaire will last for about 30 minutes. Your participation in this research is voluntary and you may choose to withdraw your participation at any time without citing any reasons.

Note: Please obtain the written consent from the respondent before proceeding with the interview.

Thank you for your cooperation and assistance.

## **APPENDIX 11**

### **QUESTIONNAIRES FOR ARTS AND CRAFT WORKERS**

#### **SECTION A: Basic Socio-Demographic Characteristics of Respondent(s).**

Please Tick ( ) the appropriate option / provide information that applies to you.

1. Sex: a. Male [ ] b. Female [ ]

2. Age in years [ ]

3. What is your level of education?

a. No formal education [ ] b. Kindergarten [ ] c. Primary [ ] d. Middle Sch.[ ]

e. JSS/ JHS [ ] f. SSS/ SHS[ ] g. Voc/Commercial [ ] h. Secondary (O Level) [ ]

i. Sixth form [ ] j. Teacher training [ ] k. Technical [ ] l. Post secondary T/T [ ]



- m. Nursing [ ] n.P/Sec Nursing [ ] o. Polytechnic [ ] p. University [ ]
- q. others (*please specify*).....
4. What is your marital status? a Never married [ ] b Married [ ] c. Divorced [ ]
- d. Separated [ ] e. Widowed [ ] f. Informal/ loose union [ ]
5. Where do you come from/ Home town? [ ]
6. What is your residential location? a. Urban [ ] b. Semi- urban c. Rural [ ]
7. What is the location of your business? a. Urban [ ] b. Semi- urban [ ] c. Rural [ ]
8. How many people live in your household? [ ]
9. How many people depend on you for a living / number of dependents? [ ]
9. How many children do you have? [ ]
10. Which religion do you practice? a. Catholic [ ] b. Anglican [ ] c. Presbyterian [ ]
- d. Methodist [ ] e. Pentecostal [ ] f. Spiritualist [ ] g. Other Christian [ ] h. Muslim [ ]
- i. Traditional [ ] j. No religion [ ] k. Other ....
11. Which ethnic group do you belong to? a. Hausa [ ] b. Dagomba [ ] c. Mamprusi [ ]
- d. Gonja [ ] e. Grussi/Frafra [ ] f. Dagarti [ ] g. Kusasi [ ] h.Kassena-Nankani [ ]
- i. Konkomba [ ] j. Nanumba [ ] k. Builsa [ ] l. Other
12. What is your primary (main) occupation? a Artisan [ ] b Farming [ ] c. Trading [ ]
- d. Clerical [ ] e. Construction [ ] f. Professional/Managerial [ ] g. Other....
13. What is your secondary occupation? a Artisan [ ] b Farming [ ] c. Trading [ ]



d. Clerical [ ] e. Construction [ ] f. Professional/Managerial [ ] g. Other....

14. How long have you been working in the craft industry in years? [ ]

15. Which of this disability category do you belong? For those with disability

a Visually impaired [ ] b Hearing impaired [ ] c Physically challenged (crippled) [ ]

Others (specify) [ ]

16. How long have you lived with the disability? [months....., Years .....]

17. What is your employment status? a. A paid employee [ ]

b. Self-employed with employees [ ]

c. Self-employed without employees [ ] d. Unpaid family worker [ ] e. Other

**SECTION B:**

17. What type of craft do you produce? a Leather works [ ] b Basket making [ ]

c. Pottery [ ] d. Woodwork [ ] e. Shoe making [ ] f. Weaving [ ]

g. Dress making [ ] Others ( *Plasespecify*).....

18. How many products are you able to produce per week? [ ] Units

19. How many customers do you serve per week? [ ]

20. On average what is the total quantity of craft work sold per customer per week?

[ ]

22. What is the total quantity of products sold per week? [ ]

23. How long do you think your product will last? [.....Years/ ..... Mths]

24. What is the price per unit of craft work? [ ]

25. How much income do you earn from the sale of your products per week?

[ ]



26. What is the average length of time spent in producing one unit of output?

[months.....,weeks,....., days ....., hrs.....]

27. How much of input (time) would result in the production of one unit of output?

[       ]

28. How much of input (raw material) would result in the production of one unit of output?

[       ]

29. How many people do you need to support you to produce the one unit of output?

[       ]

30. What is your level of satisfaction about the quality of your output?

a. High [ ] b. Very high [ ] c. Low [ ] d. Very low

### SECTION C:

31. Does your state of disability affect how much you are able to produce?

a. Yes [ ] b. No [ ] c. Not sure [ ]

32. How does your state of disability promote your output?

a. Improves quantity produced [ ] b. Improves quality of output c. Improves better use of inputs (time, labour, raw materials)

37. How does your state of disability affect your output negatively?

a. Reduces quantity produced [ ] b. Reduces quality of output c. Reduces better use of inputs (time, labour, raw materials)

38. What is the level of awareness among people or buyers on your production of craft for sale?

a. Very high [ ] b. High [ ] c. Low [ ] d. Very low [ ] e. Not sure [ ]

39. How does the level of awareness among people or buyers you have chosen in (34) above affect your level of sales?



a. High sales /patronage [ ] b. Low sales / patronage [ ] c. No sales / patronage [ ]

40. What are the raw materials that you use to produce your output?

41. How affordable are these materials? a. Expensive [ ] b. Cheap [ ] c. Moderate [ ]

d. Free [ ]

42. How accessible are these raw materials to you? a. Easily accessible [ ] b. Difficulty in accessibility [ ]

How do you get the raw materials to produce?

a. Produced by self [ ] b. Bought [ ] c. provided by sponsor [ ]

d. Others (*Please specify*) .....

43. What factors adversely affect your output? a. Availability of markets [ ] b. Availability of raw materials [ ] c. Low appreciation for indigenous craft [ ] d. Price of output [ ]

43. What factors promote the quantity of output that you produce?

a. Use of modern tools [ ] b. Skills [ ] c. Level of Capital [ ] d. Availability of raw materials [ ] e. Market/ patronage [ ]

44. What factors negatively affect the quantity of output that you produce?

a. Price [ ] b. Skills [ ] c. Level of Capital [ ] d. Availability of raw materials [ ]  
e. Market/ patronage [ ]

45. What factors enhance how many customers that you are able to serve per week?

a. Quantity produced [ ] b. Quality of product [ ] c. Availability of markets [ ]  
d. Customer demand [ ]

46. What factors negatively affect the number of customers that you serve per week?

a. Quantity produced [ ] b. Quality of product [ ] c. Availability of markets [ ]  
d. Customer demand [ ] e. Price of product [ ]

47. What factors promote the total quantity of craft that you sell to customers per week?

a. Quantity produced [ ] b. Quality of product [ ] c. Availability of markets [ ]





d. Customer demand [ ] e. Price of product [ ]

**48** What factors negatively affect the total quantity of craft that you sell to customers per week?

a. Quantity produced [ ] b. Quality of product [ ] c. Availability of markets [ ]

d. Customer demand [ ] e. Price of product [ ]

**49.** What factors affect positively the quality of output you produce?

a. Use of modern tools [ ] b. Skills [ ] c. Experience [ ] d. Nature of raw materials [ ]

e. Demand for quality [ ]

**50.** What factors affect negatively the quality of output that you produce?

a. Price of product [ ] b. Skills [ ] c. Experience [ ] d. Nature of raw materials [ ]

e. Market/ patronage [ ]

**51.** Which of these factors promote how long your output will last?

a. Use of modern technology [ ] b. Nature of raw materials [ ] c. Skills [ ]

d. Experience [ ] e. Design [ ]

**52.** What factors affect negatively how long your output will last?

a. Use of old technology [ ] b. Nature of raw materials [ ] c. Skills [ ]

d. Experience [ ] e. Design [ ]

**54.** What factors improves the price per unit of your output?

a. Materials used [ ] b. Design [ ] c. Durability of product [ ] c. Income of customer [ ]

**55.** What factors affect negatively the price per unit of your output?

a. Nature of materials used [ ] b. Durability of product [ ] [ ] b. Design [ ]

c. Income of customer [ ]

**56.** Which of these factors facilitate the value of sales (earned income) of craft work?

a. Durability [ ] b. Design [ ] c. Income of customer [ ]

Price of product [ ] e. Availability of Markets [ ] f. Quantity produced [ ]



57. What factors affect negatively how much income you get from your output?

- a. Capital [ ] b. Design [ ] c. Quality of product [ ] c. Income of customer [ ]  
d. Price of product [ ] e. Market/ patronage [ ]

62. What factors promote the time you spend in producing one unit of output?

- a. Use of modern technology [ ] b. Skills [ ] b. Experience [ ] c. Quality of raw materials used [ ] d. Status of disability [ ]

63. What factors affect negatively the time you spend in producing one unit of output?

- a. Use of old technology [ ] b. Skills of craftsman [ ] c. Experience of craftsman [ ]  
d. Quality of raw materials used [ ]

### APPENDIX III

#### INTERVIEW GUIDE FOR PERSONNEL OF KEY INSTITUTIONS IN CRAFT PRODUCTION: *LEADERSHIP OF PWDs AND NON DISABLED CRAFT WORKERS*

##### SECTION A: Basic Socio-Demographic Characteristics of Respondent (s).

(Tick) the appropriate option/ provide the information that applies to you

1. Sex: a. Male [ ] b. Female [ ]
2. What is the name of the institution or association you represent? [ ]
3. How long have you being working with the PWDs/ in the craft industry? [ ]
4. What are those factors that influence quantity of craftwork produced in the craft industry?

Probe on how those factors influence quantity of craftwork produced in the craft industry.

5. What do you do to support craftsmen/increase the quantity of craft produced?

6. What factors do you think could guarantee quality of craftwork?

Probe on how those factors could guarantee quality of craftwork.

7. How does the quality factor influence your productivity output?



**8.** What factors could influence how much of output that can be obtained?

Probe on how those factors ensure or otherwise compromise how much of output that can be obtained, whether these factors differ between the abled and PWDs

**9.** What support do you give to help improve the inputs (time, labor and raw materials) for production?

**10.** What factors affect / challenges to output of craftsmen? Probe more on how these factors affect output and how these factors/ challenges differ between the abled and disabled craftsmen.

**12.** What measures do you put in place to address those factors / challenges?

**13.** How do the measures put in place affecting the output of craftsmen?

**14.** How does the issue of capital affect output in the craft industry?

Probe more on how financial support is obtained for production, how accessible capital is for production and how the accessibility to capital differs between the abled and PWDs craftsmen?

**15.** How accessible are markets for sale of output of the craft industry? Probe more on how the accessibility to markets affects production or output of the Art and Craft industry, and how accessibility to markets affects the output of the abled and PWDs craftsmen differently?

**16.** How accessible are raw materials for production? Probe more on how the accessibility to raw materials affects production and whether the issue of accessibility to raw materials differs between the abled and the disabled and why?

**17.** What other factors or practices affect output / productivity in the craft industry that you would like to add?

